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A study of 1988-1989 beginning offers

CPC Salary Survey

September 1989

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The race to attract this year's college graduates continued its vigorous pace right up until the end of the recruiting season. The results are reflected in the September 1989 ***Salary Survey***.

Chemical engineers are the leaders among the 1988-89 engineering graduates, garnering top dollar offers. They finished the year over petroleum engineers, who previously received the highest average salary. Starting pay for chemical engineers averaged $32,949, a 6.3 percent increase over last year. Petroleum engineers followed with $32,789, a 2.4 percent gain.

Graduates in other engineering disciplines also fared well. Mechanical engineers received a 3.8 percent higher dollar average, drawing $30,490, while civil engineers' salary offers rose 5.7 percent to $27,046. Female petroleum engineers were extended the highest average salary offer of all the engineering disciplines—$33,053.

Salary offers to business graduates climbed considerably since last year with the biggest hike—12.4 percent—going to human resources graduates. Their average salary offer was $22,842. Accounting majors ended the season with an average salary offer of $25,223, an increase of 5.1 percent over last year. Dollar amounts to business administration candidates rose 4.6 percent to $22,450, while management information systems graduates encountered a 7.7 percent jump to an average of $26,772. However, 1988-89 starting salary offers to hotel and restaurant management graduates are below last year's, falling 2.3 percent to $19,657.

Health-care candidates benefited tremendously from the increased demand for professionals in this field. Allied health graduates registered an 8.3 percent gain over last year, averaging $24,416. The need for nurses pushed their average starting salaries up 5.3 percent to $24,915.

Employment offers to nontechnical and technical bachelor's-degree holders were closely split with 49 percent going to nontechnical candidates and 51 percent to technical graduates. The highest average starting salary offer to nontechnical candidates—$28,711—was made by investment banking employers. The petroleum and allied products industry provided the greatest dollar amounts—$32,400—to technical graduates.

This year brought good news to graduates at the master's-degree level, as well. M.B.A. majors with nontechnical undergraduate degrees and no work experience garnered a slight boost in the average dollar amount to $33,873. However, their technical counterparts with no work experience received a 3.3 percent lower salary than last September, averaging $37,102. M.B.A.s with technical undergraduate degrees and more than four years work experience posted the greatest increase—8.4 percent to an average of $49,296.

The CPC ***Salary Survey*** September 1989 report covers the recruiting period from September 1, 1988, to August 9, 1989. The data include offers extended to students graduating between September 1, 1988, and August 31, 1989. There are 418 career planning and placement offices at colleges and universities across the United States participating in the ***Salary Survey***. The report is available to CPC members and ***Salary Survey*** subscribers. Additional copies of the September report are available to members and subscribers for $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC ***Salary Survey*** are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 418 career planning and placement offices of colleges and universities across the United States. Offers are reported from employing organizations in business, industry, government, and non profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

The ***Survey*** reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should only be regarded as an indication.

The ***Survey*** is available only to members of the College Placement Council and ***Salary Survey*** subscribers and is intended for the professional use of its constituents. Reports are issued in January, March, July, and September.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	September 1989	September 1989	September 1988		90th	50th	10th
Business							
Accounting	6,802	**$25,223**	$24,000	5.1%	$29,000	$25,500	$21,000
Business Administration (incl. Management Science)	2,163	**22,450**	21,456	4.6	28,500	22,000	17,000
Distribution Management	98	**24,211**	N/A	N/A	28,500	24,600	19,493
Economics & Finance (incl. Banking)	3,043	**24,710**	N/A	N/A	30,000	25,000	18,492
Hotel/Restaurant Management	199	**19,657**	20,124	-2.3	22,000	19,500	17,500
Human Resources (incl. Labor Relations)	197	**22,842**	20,316	12.4	28,000	22,200	18,000
Management Information Systems	667	**26,772**	24,864	7.7	31,000	27,000	22,000
Marketing/Marketing Management (incl. Research)	2,119	**22,479**	N/A	N/A	27,240	22,360	18,000
Real Estate	28	**23,551**	N/A	N/A	32,000	21,496	18,000
Communications							
Advertising	112	**19,560**	19,380	0.9	24,000	19,100	15,000
Communications	443	**20,819**	20,220	3.0	27,000	20,800	15,000
Journalism	183	**20,085**	18,372	9.3	27,000	19,200	14,000
Telecommunications/Broadcasting	73	**20,176**	N/A	N/A	26,000	20,000	13,200
Education							
Elementary Education	594	**18,767**	N/A	N/A	23,000	19,080	13,650
Pre-Elementary Education	17	**17,016**	N/A	N/A	*	*	*
Physical Education	64	**19,583**	N/A	N/A	24,000	19,100	14,560
Special Education	120	**19,815**	N/A	N/A	24,207	19,000	17,000
Home Economics							
Human Ecology	48	**18,931**	N/A	N/A	23,849	18,500	13,632
Textiles & Clothing	126	**19,742**	N/A	N/A	25,000	19,250	16,000
Merchandising Management	72	**19,539**	N/A	N/A	22,200	19,000	16,000
Humanities & Social Sciences							
Foreign Languages	91	**21,129**	N/A	N/A	26,500	20,000	16,500
Letters	361	**20,951**	20,664	1.4	28,000	20,000	15,000
Visual & Performing Arts	133	**18,838**	N/A	N/A	26,000	18,000	13,000
Humanities-Other	158	**22,364**	N/A	N/A	29,500	21,550	17,000
Criminal Justice	88	**21,427**	19,512	9.8	29,000	20,000	13,920
History	227	**23,348**	22,848	2.2	31,000	23,000	15,000
Political Science/Government	370	**23,280**	N/A	N/A	32,000	22,800	15,600
Psychology	354	**19,400**	20,592	-5.8	27,000	18,471	13,000
Sociology	109	**18,979**	N/A	N/A	25,000	18,500	14,000
Social Sciences-Other	223	**22,232**	N/A	N/A	30,000	21,000	15,000
Engineering							
Aerospace & Aeronautical	525	**29,433**	28,176	4.5	31,720	29,700	26,000
Agricultural	30	**26,045**	25,020	4.1	30,600	27,530	19,000
Architectural	43	**25,530**	N/A	N/A	28,000	26,300	22,800
Bioengineering & Biomedical	47	**28,581**	28,272	1.1	32,500	29,578	20,463
Chemical	2,121	**32,949**	30,996	6.3	34,800	33,000	31,200
Civil	1,444	**27,046**	25,596	5.7	32,500	27,000	22,880

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	September 1989	September 1989	September 1988		90th	50th	10th
Continued . . .							
Computer	593	$ 30,244	N/A	N/A	$ 33,000	$ 30,963	$ 25,700
Electrical	4,352	30,594	N/A	N/A	33,600	31,000	26,000
Industrial	962	29,660	$ 28,476	4.2 %	32,580	30,000	25,343
Mechanical	3,870	30,490	29,388	3.8	33,400	30,900	27,000
Metallurgical	274	30,631	29,448	4.0	33,000	30,900	28,080
Mining	34	26,790	N/A	N/A	31,000	28,900	21,000
Nuclear	59	30,747	28,740	7.0	33,000	31,400	27,000
Petroleum	165	32,789	32,016	2.4	36,600	34,620	25,200
Textile	46	26,633	N/A	N/A	31,500	25,500	24,000
Engineering Technology	627	28,342	27,396	3.5	33,000	28,200	23,400
Industrial Technology	153	26,731	N/A	N/A	30,000	27,492	21,996
Agriculture & Natural Resources							
Agribusiness	86	22,182	N/A	N/A	29,100	21,000	17,000
Animal Sciences	35	19,328	N/A	N/A	22,500	19,500	15,360
Plant Sciences	30	18,354	N/A	N/A	23,000	18,000	15,000
Natural Resources	27	21,256	19,932	6.6	29,868	20,000	12,960
Other Agricultural Sciences	81	21,605	N/A	N/A	26,000	22,000	15,500
Computer Sciences							
Computer Science	1,726	28,659	N/A	N/A	32,769	29,400	23,000
Computer Programming	138	28,316	N/A	N/A	33,000	29,255	20,100
Information Sciences & Systems	427	26,428	N/A	N/A	31,200	26,500	21,996
Systems Analysis	29	28,833	N/A	N/A	31,500	30,000	24,504
Health Sciences							
Allied Health	96	24,416	22,536	8.3	30,000	25,000	18,007
Health Sciences	61	21,480	N/A	N/A	28,000	20,000	16,000
Nursing	334	24,915	23,652	5.3	30,000	24,000	20,000
Pharmacy	308	36,815	34,356	7.2	42,000	38,400	29,700
Sciences							
Actuarial	62	26,778	N/A	N/A	33,000	29,000	16,848
Architectural & Environmental Design	120	24,660	N/A	N/A	30,000	24,998	18,000
Biological	126	21,495	20,364	5.6	30,000	21,000	14,067
Chemistry	188	26,307	26,004	1.2	33,096	27,798	18,000
Geological	29	23,674	N/A	N/A	31,000	25,000	15,600
Mathematics (incl. Statistics)	395	26,407	N/A	N/A	32,000	27,100	18,500
Physics	68	28,022	27,816	0.7	33,000	30,000	20,000
Other Physical & Earth Sciences	25	22,537	21,216	6.2	28,000	21,600	16,800
	39,018						

N/A - No historic data available

* Not computed for fewer than 20 offers.

1 Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	September 1989	September 1989	September 1988		90th	50th	10th
Finance							
Accounting (Public)	5,468	$25,727	N/A	N/A	$29,500	$26,000	$22,500
Accounting (Private)	1,516	23,517	N/A	N/A	27,500	24,000	18,500
Commercial Banking (Consumer)	370	21,676	N/A	N/A	26,400	21,552	16,500
Commercial Banking (Lending)	299	22,835	N/A	N/A	27,500	22,500	18,000
Investment Banking (Corporate Finance)	141	26,750	N/A	N/A	32,000	27,180	20,000
Investment Banking (Mergers & Acquisitions)	31	29,097	N/A	N/A	33,000	29,000	24,504
Investment Banking (Real Estate)	27	22,574	N/A	N/A	33,000	19,800	15,000
Investment Banking (Sales & Trading)	50	24,266	N/A	N/A	32,000	23,500	17,500
Financial/Treasury Analysis	1,056	26,367	N/A	N/A	32,000	26,400	20,000
Portfolio Management/Brokerage	141	23,772	N/A	N/A	30,000	23,000	18,000
Underwriting	209	21,858	N/A	N/A	25,000	22,000	17,500
Marketing							
Advertising	84	19,358	N/A	N/A	26,000	18,000	14,000
Brand/Product Management	366	23,623	N/A	N/A	31,000	23,000	17,500
Buyer/Merchandising	618	22,010	N/A	N/A	26,004	21,996	17,500
Market Research	240	25,636	N/A	N/A	32,820	25,800	18,000
Sales	2,480	23,188	N/A	N/A	30,000	23,500	16,800
Communications							
Design/Graphic Arts	55	20,902	N/A	N/A	28,000	21,000	13,520
Media Planning	30	20,263	N/A	N/A	30,000	19,288	12,275
On-Air Reporting	8	16,438	N/A	N/A	*	*	*
Production	66	22,982	N/A	N/A	32,000	21,919	13,500
Public Relations	133	20,118	N/A	N/A	27,996	19,000	13,000
Writing/Editing	165	20,239	N/A	N/A	28,000	19,000	14,000
Public Administration							
Executive, Legislative, & General	61	19,582	N/A	N/A	25,000	19,450	15,000
Finance, Taxation, Monetary Policy	166	24,253	N/A	N/A	27,500	25,500	19,000
Economic Programs	25	21,081	N/A	N/A	25,400	20,000	18,720
Law Enforcement	78	22,078	$20,700	6.7%	33,000	20,000	15,000
Military	198	22,087	N/A	N/A	26,000	21,600	18,000
National Security	24	24,771	N/A	N/A	34,800	24,455	18,000
Urban/Regional Planning	31	22,819	N/A	N/A	27,000	23,000	17,000
Social Services							
Administration	242	21,054	N/A	N/A	30,000	19,896	14,000
Counseling	97	17,675	N/A	N/A	24,000	17,000	11,800
Fundraising/Development	19	19,057	N/A	N/A	*	*	*
Social Work	87	16,550	N/A	N/A	20,000	16,400	12,480
Engineering							
Bioengineering	66	30,924	N/A	N/A	33,600	32,000	26,000
Design/Construct	2,786	28,849	N/A	N/A	33,000	29,496	23,952
Environmental/Sanitation	274	28,271	N/A	N/A	33,000	28,140	22,500
Manufacturing/Industrial	3,534	30,492	N/A	N/A	33,240	30,900	27,000
Systems/Programming	587	30,036	N/A	N/A	33,000	30,600	25,200
Power Systems	530	30,093	N/A	N/A	33,000	30,500	25,373
Software Design & Development	737	30,537	N/A	N/A	34,000	30,996	26,400
Hardware Design & Development	484	30,888	N/A	N/A	33,500	31,200	27,996
Research & Development	1,232	30,658	N/A	N/A	34,250	31,500	25,340
Testing	576	28,990	N/A	N/A	33,000	30,000	24,000
Process Engineering	2,341	31,902	N/A	N/A	34,800	32,496	28,000
Other Engineering	1,465	30,614	N/A	N/A	33,600	31,200	26,000

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

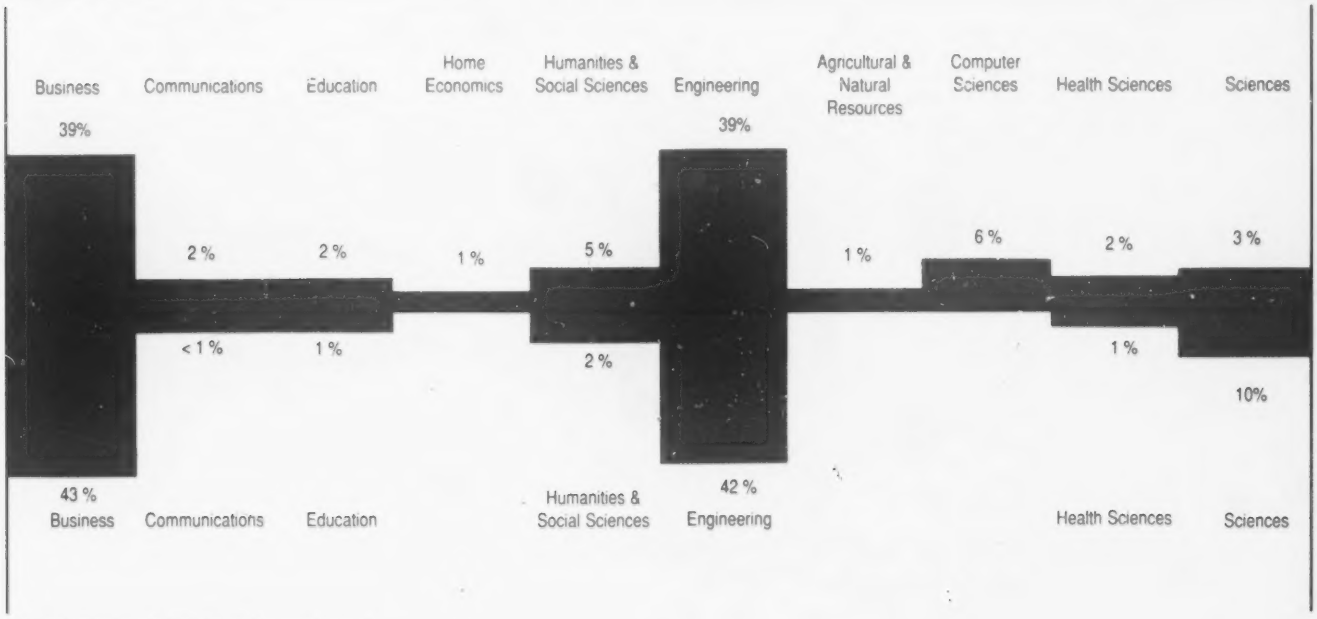
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	September 1989	September 1989	September 1988		90th	50th	10th
Continued . . .							
Computer Science							
Computer Programming	1,390	$ 27,559	$26,892	2.5 %	$32,143	$28,000	$22,000
Information Systems	574	26,766	N/A	N/A	32,000	27,000	20,016
Systems Analysis & Design	784	28,321	N/A	N/A	32,448	28,800	24,000
Other Functional Areas							
Actuarial	137	28,437	N/A	N/A	33,000	29,000	23,000
Agricultural/Natural Resources	149	20,984	19,728	6.4	28,000	20,000	15,000
Architecture	69	22,241	N/A	N/A	27,560	22,000	15,600
Consulting	1,336	28,373	26,988	5.1	33,360	28,000	24,000
Human Resources/Industrial Relations	266	22,937	20,076	14.3	30,000	22,100	16,000
Management Trainee	2,928	22,080	20,892	5.7	28,800	21,000	17,000
Mathematician/Statistician	64	25,546	N/A	N/A	31,500	26,750	18,726
Nurses/Personal Care	335	24,958	23,760	5.0	30,930	24,000	20,000
Other Health Related	501	31,011	28,392	9.2	41,000	31,500	18,000
Paralegal	113	20,958	N/A	N/A	25,400	20,000	17,300
Performing Arts (Entertainment)	15	16,970	N/A	N/A	*	*	*
Research (Nontechnical)	47	23,140	24,228	-4.5	28,300	23,000	17,000
Research (Technical)	65	22,397	25,404	-11.8	30,940	21,000	15,500
Teaching	1,052	18,989	N/A	N/A	23,772	19,000	14,000
	39,018						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 39,018



Master's Degree Candidates (Inexperienced)
Total Offers = 4,712

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers	- Men - Average $ Offer		- Women - Number of Offers	- Women - Average $ Offer	
	September 1989	September 1989	September 1988	September 1989	September 1989	September 1988
Business						
Accounting	3,240	$25,297	$24,096	3,562	$25,155	$23,916
Business Administration (incl. Management Science)	1,243	22,950	21,756	920	21,776	21,096
Distribution Management	63	24,305	N/A	35	24,043	N/A
Economics & Finance (incl. Banking)	1,901	24,698	N/A	1,142	24,732	N/A
Hotel/Restaurant Management	92	19,770	20,832	107	19,561	19,584
Human Resources (incl. Labor Relations)	105	23,635	20,268	92	21,935	20,340
Management Information Systems	366	26,994	24,900	301	26,503	24,828
Marketing/Marketing Management (incl. Research)	1,123	22,911	N/A	996	21,991	N/A
Real Estate	20	25,204	N/A	8	19,416	N/A
Communications						
Advertising	42	21,285	20,928	70	18,525	18,540
Communications	189	21,268	20,796	254	20,484	19,800
Journalism	59	21,249	18,876	124	19,531	18,024
Telecommunications/Broadcasting	36	20,331	N/A	37	20,026	N/A
Education						
Elementary Education	92	19,084	N/A	502	18,709	N/A
Pre-Elementary Education	+	*	N/A	17	17,016	N/A
Physical Education	36	19,917	N/A	28	19,154	N/A
Special Education	13	19,781	N/A	107	19,819	N/A
Home Economics						
Human Ecology	4	18,560	N/A	44	18,964	N/A
Textiles & Clothing	5	22,900	N/A	121	19,612	N/A
Merchandising Management	5	24,520	N/A	67	19,167	N/A
Humanities & Social Sciences						
Foreign Languages	28	22,618	N/A	63	20,467	N/A
Letters	143	22,303	22,728	218	20,064	19,764
Visual & Performing Arts	43	17,899	N/A	90	19,288	N/A
Humanities-Other	76	22,219	N/A	82	22,499	N/A
Criminal Justice	54	22,397	20,364	34	19,887	17,904
History	139	23,391	24,576	88	23,279	20,484
Political Science/Government	233	24,088	N/A	137	21,906	N/A
Psychology	122	20,386	21,636	232	18,882	19,884
Sociology	41	20,721	N/A	68	17,929	N/A
Social Sciences-Other	93	23,930	N/A	130	21,018	N/A
Engineering						
Aerospace & Aeronautical	435	29,428	28,152	90	29,457	28,332
Agricultural	25	26,772	25,356	5	22,408	22,248
Architectural	30	25,720	N/A	13	25,093	N/A
Bioengineering & Biomedical	19	26,759	26,412	28	29,817	30,144
Chemical	1,437	32,989	30,924	684	32,865	31,116
Civil	1,219	26,884	25,620	225	27,926	25,476

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men - Number of Offers	- Men - Average $ Offer		- Women - Number of Offers	- Women - Average $ Offer	
	September 1989	September 1989	September 1988	September 1989	September 1989	September 1988
Continued . . .						
Computer	452	$ 30,319	N/A	141	$30,003	N/A
Electrical	3,685	30,585	N/A	667	30,642	N/A
Industrial	615	29,528	$28,404	347	29,894	$28,608
Mechanical	3,268	30,389	29,328	602	31,041	29,676
Metallurgical	198	30,535	29,556	76	30,880	29,220
Mining	28	26,406	28,448	6	28,583	*
Nuclear	53	31,033	28,416	6	28,214	30,420
Petroleum	150	32,762	31,656	15	33,053	34,728
Textile	37	26,641	N/A	9	26,600	N/A
Engineering Technology	549	28,339	27,516	76	28,219	26,664
Industrial Technology	137	26,694	N/A	16	27,044	N/A
Agriculture & Natural Resources						
Agribusiness	75	22,241	N/A	11	21,782	N/A
Animal Sciences	28	19,362	N/A	7	19,191	N/A
Plant Sciences	23	19,154	N/A	7	15,724	N/A
Natural Resources	22	22,245	20,376	5	16,901	*
Other Agricultural Sciences	65	22,083	N/A	16	19,661	N/A
Computer Sciences						
Computer Science	1,238	28,723	N/A	488	26,496	N/A
Computer Programming	111	28,828	N/A	27	26,214	N/A
Information Sciences & Systems	253	25,985	N/A	174	27,073	N/A
Systems Analysis	16	28,649	N/A	13	29,059	N/A
Health Sciences						
Allied Health	28	25,481	24,288	68	23,977	21,660
Health Sciences	14	22,012	N/A	47	21,321	N/A
Nursing	16	24,692	25,512	318	24,927	23,592
Pharmacy	141	36,892	34,728	167	36,750	34,200
Sciences						
Actuarial	39	26,501	N/A	23	27,248	N/A
Architectural & Environmental Design	99	25,374	N/A	21	21,293	N/A
Biological	58	23,903	21,180	68	19,442	19,944
Chemistry	110	27,182	26,208	78	25,072	25,536
Geological	25	23,966	N/A	4	21,850	N/A
Mathematics (incl. Statistics)	188	27,075	N/A	207	25,801	N/A
Physics	54	27,848	28,164	14	28,692	26,436
Other Physical & Earth Sciences	17	21,616	20,388	8	24,495	23,028
	24,563			14,455		

N/A - No historic data available.
* Not computed for fewer than 20 offers.
1 Pharmacy is a 5 - year degree program.

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- Men - Number of Offers	- Men - Average $ Offer		- Women - Number of Offers	- Women - Average $ Offer	
	September 1989	September 1989	September 1988	September 1989	September 1989	September 1988
Finance						
Accounting (Public)	2,636	$25,722	N/A	2,832	$25,732	N/A
Accounting (Private)	708	23,708	N/A	808	23,349	N/A
Commercial Banking (Consumer)	191	22,038	N/A	179	21,290	N/A
Commercial Banking (Lending)	198	22,680	N/A	101	23,136	N/A
Investment Banking (Corporate Finance)	93	27,716	N/A	48	24,879	N/A
Investment Banking (Mergers & Acquisitions)	21	29,643	N/A	10	27,950	N/A
Investment Banking (Real Estate)	16	25,300	N/A	11	18,609	N/A
Investment Banking (Sales & Trading)	38	24,674	N/A	12	22,975	N/A
Financial/Treasury Analysis	587	27,132	N/A	469	25,410	N/A
Portfolio Management/Brokerage	89	24,736	N/A	52	22,123	N/A
Underwriting	117	21,960	N/A	92	21,729	N/A
Marketing						
Advertising	24	19,999	N/A	60	19,102	N/A
Brand/Product Management	205	24,670	N/A	161	22,289	N/A
Buyer/Merchandising	244	22,594	N/A	374	21,530	N/A
Market Research	140	27,134	N/A	100	23,539	N/A
Sales	1,612	23,680	N/A	868	22,274	N/A
Communications						
Design/Graphic Arts	28	23,016	N/A	27	18,711	N/A
Media Planning	14	20,298	N/A	16	20,232	N/A
On-Air Reporting	6	15,417	N/A	2	19,500	N/A
Production	47	23,854	N/A	19	20,827	N/A
Public Relations	49	22,835	N/A	84	18,532	N/A
Writing/Editing	50	21,016	N/A	115	19,901	N/A
Public Administration						
Executive, Legislative, & General	20	19,872	N/A	41	19,441	N/A
Finance, Taxation, Monetary Policy	83	24,918	N/A	83	23,587	N/A
Economic Programs	15	21,375	N/A	10	20,640	N/A
Law Enforcement	49	22,859	$21,516	29	20,757	$19,392
Military	171	22,282	N/A	27	20,855	N/A
National Security	19	25,610	N/A	5	21,580	N/A
Urban/Regional Planning	21	23,249	N/A	10	21,915	N/A
Social Services						
Administration	108	23,152	N/A	134	19,364	N/A
Counseling	29	18,249	N/A	68	17,430	N/A
Fundraising/Development	8	21,100	N/A	11	17,572	N/A
Social Work	24	18,018	N/A	63	15,991	N/A
Engineering						
Bioengineering	47	31,233	N/A	19	30,160	N/A
Design/Construct	2,367	28,787	N/A	419	29,201	N/A
Environmental/Sanitation	205	27,727	N/A	69	29,889	N/A
Manufacturing/Industrial	2,911	30,431	N/A	623	30,776	N/A
Systems/Programming	451	30,187	N/A	136	29,536	N/A
Power Systems	452	30,017	N/A	78	30,530	N/A
Software Design & Development	608	30,453	N/A	129	30,937	N/A
Hardware Design & Development	399	30,866	N/A	85	30,991	N/A
Research & Development	934	30,778	N/A	298	30,285	N/A
Testing	464	29,034	N/A	112	28,804	N/A
Process Engineering	1,759	31,836	N/A	582	32,098	N/A
Other Engineering	1,123	30,499	N/A	342	30,990	N/A

N/A - No historic data available.
* Not computed for fewer than 20 offers.

Continued . . .

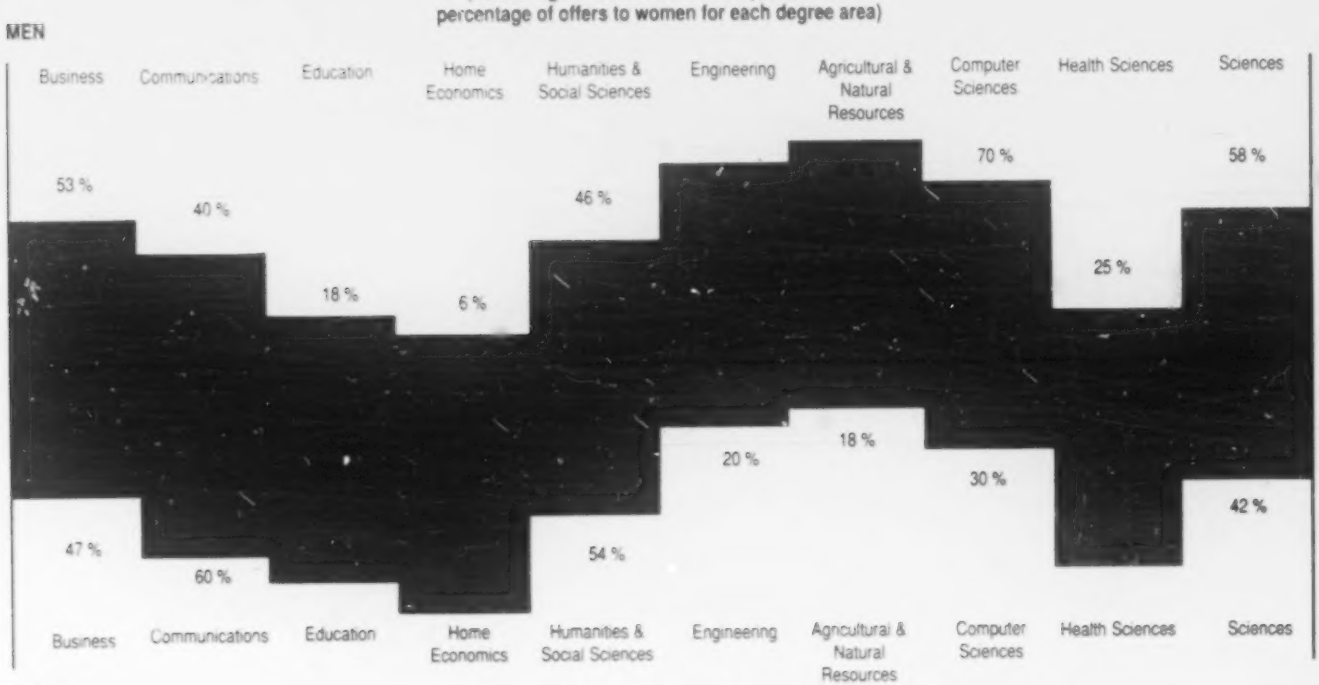
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- Men - Number of Offers	- Men - Average $ Offer		- Women - Number of Offers	- Women - Average $ Offer	
	September 1989	September 1989	September 1988	September 1989	September 1989	September 1988
Continued . . .						
Computer Science						
Computer Programming	942	$27,824	$ 26,964	448	$ 27,002	$ 26,760
Information Systems	333	26,830	N/A	241	26,677	N/A
Systems Analysis & Design	508	28,572	N/A	276	27,861	N/A
Other Functional Areas						
Actuarial	70	28,346	N/A	67	28,532	N/A
Agricultural/Natural Resources	118	21,312	19,704	31	19,738	19,752
Architecture	51	23,101	N/A	18	19,803	N/A
Consulting	860	28,697	27,468	476	27,789	26,280
Human Resources/Industrial Relations	118	23,772	21,372	148	22,271	19,140
Management Trainee	1,590	22,665	21,468	1,338	21,385	20,268
Mathematician/Statistician	35	25,524	N/A	29	25,573	N/A
Nurses/Personal Care	15	24,939	27,312	320	24,959	23,652
Other Health Related	187	33,140	28,752	314	29,743	28,224
Paralegal	37	22,130	N/A	76	20,387	N/A
Performing Arts (Entertainment)	10	18,164	N/A	5	14,583	N/A
Research (Nontechnical)	26	24,201	25,920	21	21,827	21,120
Research (Technical)	32	23,286	26,256	33	21,536	24,336
Teaching	251	19,262	N/A	801	18,904	N/A
	24,563			14,455		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 639
90th Percentile	$28,000
10th Percentile	$21,600

Number of Offers

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality Hotels,Motels, Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Accounting	$25,799 5253 $29,000 $22,500	$25,500 7		$22,535 91 $27,996 $17,500	$25,580 15	$23,977 25 $26,496 $22,000	$21,923 23 $25,500 $16,800	$25,367 31 $30,000 $18,000	$23,726 56 $28,000 $18,700	$19,676 9	$22,413 15	$23,070 69 $25,000 $20,000	$23,250 2	$20,915 68 $25,000 $16,800	$27,140 5	$20,130 2	$23,357 7	$20,845 11
Business Administration incl. Management Science	$25,239 141 $30,000 $22,500	$17,090 5	$27,500 2	$21,728 194 $26,000 $17,500	$24,367 28 $31,000 $19,200	$22,774 39 $30,000 $15,000	$22,721 48 $28,000 $18,000	$26,580 72 $32,000 $21,000	$23,134 99 $30,000 $15,000	$18,415 19	$19,348 34 $23,100 $16,000	$22,115 136 $26,000 $18,000	$22,660 5	$19,782 397 $24,996 $16,000	$20,618 14	$26,000 1	$22,433 12	$22,254 10
Distribution Management						$28,500 1				$12,000 1				$22,033 9				
Economics & Finance (incl. Banking)	$27,024 249 $31,200 $23,496	$19,250 4	$16,000 1	$23,419 627 $28,800 $18,000	$29,052 142 $33,500 $21,500	$24,852 28 $28,000 $21,600	$25,469 55 $32,000 $18,996	$28,019 266 $33,000 $24,000	$24,053 282 $31,000 $16,000	$21,446 13	$18,976 19	$23,313 230 $30,000 $18,000	$24,300 10	$21,790 709 $27,000 $16,992	$17,160 2	$27,050 2	$24,564 14	$23,486 27 $31,000 $17,500
Hotel / Restaurant Management				$20,000 1					$30,000 1	$19,551 29 $22,500 $14,500	$19,537 149 $22,000 $17,500	$20,000 1		$21,176 1				
Human Resources (incl. Labor Relations)	$26,336 3			$20,083 6		$22,500 2	$28,810 5	$26,029 7	$21,400 5	$27,000 1	$19,800 12	$22,906 28 $26,000 $18,500	$27,000 2	$20,103 35 $23,000 $17,500	$13,500 2		$21,673 3	$15,000 1
Management Information Systems	$27,783 80 $30,000 $25,000	$15,500 1		$24,438 10	$24,867 3	$27,612 25 $30,980 $24,000	$25,630 52 $30,000 $20,400	$27,905 60 $31,000 $25,000	$26,784 13	$27,000 1	$22,000 2	$24,966 55 $26,300 $23,496		$23,767 25 $27,100 $19,500				
Marketing/Marketing Management (incl. Research)	$24,995 19	$20,115 13	$19,950 4	$21,524 80 $27,000 $15,000	$22,508 13	$23,802 39 $27,300 $18,492	$21,418 44 $25,200 $16,000	$24,454 26 $28,000 $21,000	$20,541 66 $25,000 $15,000	$19,565 20 $22,000 $18,000	$22,154 19	$21,570 103 $25,000 $18,000		$21,233 604 $26,000 $18,000	$20,261 15	$17,500 1	$21,292 21 $24,000 $17,500	$22,896 5
Real Estate	$26,000 1		$21,996 1						$19,867 3		$22,500 2	$25,000 1						$24,543 14
Advertising	$18,000 1	$17,917 12	$21,794 2	$24,000 1		$16,976 16	$22,625 4	$16,500 1		$12,000 1	$24,000 1	$19,900 3		$18,980 20 $21,996 $15,600			$16,017 7	$20,500 2
Communications	$24,000 1	$20,462 13		$22,080 18	$26,500 4	$17,065 31 $22,500 $12,000	$21,443 7	$22,659 11	$23,009 18	$15,756 8	$18,512 12	$21,662 22 $25,000 $18,000	$25,500 1	$20,578 86 $26,000 $16,500	$23,908 1	$34,000 1	$18,077 15	$16,000 2
Journalism		$17,800 10	$20,000 1	$18,833 3		$19,064 30 $25,000 $13,520	$21,805 7	$21,998 2	$20,468 4	$19,000 1		$21,929 8		$21,821 26 $26,400 $15,000		$20,000 1	$17,555 32 $21,000 $13,750	
Telecommunications Broadcasting						$17,910 20 $30,000 $13,000	$36,000 1					$18,833 3		$21,628 18	$13,000 1		$13,989 2	
Elementary Education				$24,011 1			$20,000 1		$18,000 1					$20,500 2				$25,000 1
Pre-Elementary Education																		
Physical Education										$20,400 1	$20,996 2	$14,400 1						
Special Education														$16,640 1				

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural/ Engineering Design	Banking (Commercial)	**Banking (Investment)**	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	**Hospitality - Amusement / Recreation / Fast-Food**	Hospitality Hotels/ Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	**Personnel Supply Services**	Protective/ Security Services	Publishing	**Real Estate**
Human Ecology				$30,000 1		$18,000 1		$14,000 1	$20,150 2		$18,000 1			$19,900 9				$10,400 1
Textiles & Clothing											$18,000 1			$19,310 104 $22,200 $16,000				
Merchandising Management				$16,000 1				$30,000 1		$15,000 1	$20,000 1			$19,237 62 $22,000 $16,500				
Foreign Languages	$22,800 1	$20,000 1		$22,188 8	$29,000 1	$20,000 2	$24,600 1	$28,708 6	$21,000 1	$16,500 1	$20,000 1	$22,000 5	$19,500 8	$20,132 14			$22,650 2	
Letters	$28,250 4	$19,611 9	$32,000 1	$20,235 17	$29,969 13	$21,367 15	$20,450 4	$23,350 11	$21,935 14	$15,000 1	$19,800 5	$21,403 11	$20,531 20 $24,000 $18,500	$21,199 64 $26,000 $17,496	$26,333 3		$17,151 30 $22,000 $13,500	
Visual & Performing Arts	$37,000 1	$16,545 5	$16,907 6	$21,400 2	$30,000 1	$17,973 3		$18,500 5	$22,496 2	$19,260 5		$21,996 1	$20,467 3	$18,676 11			$29,000 1	$16,453 3
Humanities-Other	$28,700 3	$22,000 1		$20,675 8	$31,250 4	$20,360 5	$16,400 3	$23,000 1	$19,575 3	$16,800 2	$19,394 5	$22,005 12	$23,500 2	$20,393 33 $23,000 $17,500	$16,300 2		$24,000 1	
Criminal Justice				$19,733 3	$16,800 1	$30,500 1		$22,500 1	$35,000 1		$21,700 1	$21,875 4	$19,137 6	$16,114 6		$18,658 3		
History	$30,000 1	$21,333 3	$17,050 2	$24,639 23 $30,000 $20,000	$31,653 17		$27,000 1	$27,526 15	$28,312 16		$20,375 4	$22,220 5	$20,461 26 $24,000 $18,000	$22,434 29 $26,000 $18,500		$13,100 2	$22,375 4	$24,600 2
Political Science / Government	$31,333 3	$23,000 1	$19,000 1	$25,000 22 $32,000 $18,000	$30,848 33 $33,000 $30,000	$21,000 5	$25,667 6	$32,329 27 $37,200 $27,600	$24,804 23 $32,000 $18,000	$14,988 4	$17,780 5	$23,874 29 $30,000 $18,000	$20,806 18	$20,653 51 $25,000 $16,800	$17,750 2	$23,000 1	$21,425 4	$31,000 2
Psychology	$25,000 1	$18,400 3		$18,065 11	$35,563 8	$18,500 5	$27,000 3	$24,035 14	$27,000 4	$20,000 1	$16,800 4	$22,759 15	$20,300 5	$19,188 77 $24,000 $14,000	$16,500 4		$12,000 1	$40,000 1
Sociology				$18,086 7		$19,200 1	$27,000 1	$22,667 3	$22,637 2	$10,000 1	$19,750 2	$20,650 8	$18,000 3	$18,158 18		$16,000 1		
Social Sciences-Other	$34,000 5	$22,500 1		$19,858 12	$30,500 17	$25,000 2	$20,672 3	$31,375 8	$28,071 7	$16,800 1	$22,550 4	$24,000 4	$21,000 5	$20,385 27 $25,000 $16,992	$19,992 3	$15,000 1	$25,000 2	$31,000 1
Aerospace & Aeronautical Engineering	$22,500 1			$18,200 1				$29,673 11				$31,000 1						
Agricultural Engineering			$15,360 1										$26,500 1					
Architectural Engineering			$22,873 6					$26,813 16										
Bioengineering & Biomedical Engineering	$27,000 2				$25,000 1		$30,000 1	$27,850 4										
Chemical Engineering	$22,500 1		$30,600 2		$32,500 1		$30,700 3	$31,321 55 $35,000 $28,000				$33,600 1		$28,000 1				
Civil Engineering	$22,500 1		$24,690 23 $28,000 $20,400		$33,000 5	$31,123 3	$24,000 1	$27,354 271 $30,000 $24,000	$29,000 1	$30,000 1		$28,300 2		$26,400 1		$25,450 4	$33,058 3	$27,450 2
Computer Engineering	$28,970 20 $31,500 $26,000			$25,500 2	$30,000 1	$31,368 16	$30,588 33 $33,996 $27,000	$29,917 26 $35,350 $26,000	$28,759 4			$26,874 4		$25,233 3			$27,500 1	

Curriculum Continued

Curriculum	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality Amusement / Recreation / Fast Food	Hospitality Hotels Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Electrical Engineering	$28,879 19		$30,000 1	$29,172 8	$30,400 10	$31,425 126 $34,000 $28,800	$31,800 89 $37,000 $26,000	$30,311 196 $34,000 $27,000	$33,250 2			$30,250 2		$29,500 2	$23,000 1	$33,587 1	$32,680 2	
Industrial Engineering	$29,126 39 $31,500 $26,004			$28,050 4	$30,400 5	$29,860 8	$28,173 8	$30,257 107 $34,500 $25,992	$24,000 1		$14,400 1	$26,712 8		$28,886 10				$28,000 1
Mechanical Engineering	$26,218 11		$27,631 19	$30,400 1	$28,998 2	$31,350 9	$30,037 8	$29,699 155 $33,360 $25,500	$34,196 2			$28,772 9		$30,845 4				
Metallurgical Engineering	$30,200 2					$32,500 1		$31,100 4				$27,000 1						
Mining Engineering								$22,232 10										
Nuclear Engineering								$32,040 1										
Petroleum Engineering						$30,000 1		$27,600 1										
Textile Engineering												$22,000 1						
Engineering Technology	$28,000 3		$30,000 1		$30,000 1	$29,820 10	$28,406 8	$29,296 24 $33,000 $26,000	$25,000 1			$23,065 3	$29,000 1	$22,876 4				
Industrial Technology		$23,400 1					$28,500 1	$27,060 1				$24,000 1		$27,000 3				
Agribusiness				$18,375 4	$24,827 3			$21,820 3	$15,800 1	$40,000 1	$20,400 2	$18,500 1		$20,343 7			$30,000 3	$24,998 2
Animal Sciences													$15,000 1					
Plant Sciences			$22,000 1					$12,896 1			$21,000 2			$15,000 1				
Natural Resources								$24,000 1			$20,000 2			$22,500 2				$25,000 1
Other Agricultural Sciences				$22,000 1						$13,000 1	$20,250 2							
Computer Science	$27,563 23 $30,000 $25,000		$39,900 1	$25,580 19	$29,800 5	$30,104 66 $33,800 $26,500	$27,403 231 $32,000 $22,000	$29,479 104 $33,000 $26,500	$26,644 19	$16,000 2	$25,000 1	$25,543 40 $30,000 $21,000	$24,000 2	$24,211 23 $27,500 $20,000		$26,433 3	$26,375 4	$22,000 1
Computer Programming	$28,680 3			$25,500 2		$30,460 5	$30,213 43 $35,000 $23,449	$26,295 16	$20,100 1			$25,406 5		$19,880 2				
Information Sciences & Systems	$27,619 32 $30,000 $25,200			$27,549 10	$32,400 1	$28,640 10	$23,457 78 $27,996 $16,992	$29,943 28 $31,500 $26,500	$25,600 10		$18,600 1	$25,665 25 $27,500 $23,600		$25,928 21 $26,000 $24,800			$27,064 2	
Systems Analysis							$30,500 2	$29,923 4	$24,504 1					$27,100 1				
Allied Health				$27,000 1										$17,500 1				

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architectural Engineering Design	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality Hotels - Motels Full Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing	Real Estate
Health Sciences							$39,000 1				$20,000 1		$24,000 1	$28,000 1				
Nursing															$15,000 1			
Pharmacy														$39,788 205 $42,000 $37,000				
Actuarial	$29,333 3							$31,210 10	$28,000 1	$24,600 1		$30,393 24 $33,000 $28,500				$15,240 1		
Architectural & Environmental Design			$22,245 47 $28,000 $16,800			$30,000 1		$34,750 2						$17,500 2				
Biological	$30,000 2			$11,856 1	$31,200 3		$26,000 1	$26,500 3	$30,333 3			$25,000 2		$18,080 7	$17,000 1		$15,900 2	
Chemistry	$26,000 1			$19,400 1	$31,250 2		$31,896 1	$30,257 6	$30,000 1			$24,750 2		$23,667 3				
Geological							$28,000 1	$27,193 6		$18,000 1						$18,000 1		
Mathematics (incl. Statistics)	$26,771 14		$30,000 1	$25,546 16	$29,800 15	$27,329 7	$26,491 19	$29,000 51 $34,000 $25,000	$27,250 6		$23,500 1	$26,852 69 $32,000 $22,000	$18,667 3	$25,050 4	$28,000 1		$18,500 1	$25,000 1
Physics	$28,833 3				$31,571 7	$32,000 1	$31,722 5	$26,000 1		$30,000 1				$22,000 1		$34,000 2		
Other Physical & Earth Sciences							$21,600 3					$25,000 1	$20,000 1		$16,800 1			

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,877 5767 $29,500 $22,692	$19,583 89 $26,000 $14,000	$20,139 21 $24,387 $16,000	$22,732 1147 $28,000 $18,000	$28,711 300 $33,500 $21,000	$21,742 296 $28,020 $14,000	$23,683 269 $30,000 $16,800	$27,254 569 $32,500 $22,000	$23,590 623 $30,500 $16,000	$18,928 121 $23,000 $14,000	$19,808 301 $23,750 $17,500	$22,746 754 $27,000 $18,000	$21,027 116 $27,000 $17,000	$26,632 2006 $26,000 $16,800	$20,355 54 $24,000 $14,600	$20,502 16	$19,695 158 $26,400 $14,000	$22,874 83 $31,000 $16,000
Technical Curricula	$28,097 180 $31,500 $24,000	$23,400 1	$24,312 103 $30,000 $18,000	$25,636 71 $30,000 $19,000	$30,258 62 $33,000 $27,996	$30,733 264 $33,800 $27,000	$28,080 537 $34,000 $22,000	$29,095 1118 $33,420 $25,000	$27,094 54 $33,400 $22,000	$23,450 8	$20,369 13	$26,830 202 $31,200 $22,000	$21,850 10	$34,632 309 $42,000 $22,200	$19,980 5	$26,661 12	$27,331 18	$25,612 8

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$30,762 166 $35,000 $26,000	$30,788 3		$34,612 104 $44,000 $26,500	$41,875 16	$36,144 16	$30,080 10	$35,212 95 $40,000 $30,000	$32,967 24 $45,000 $24,000	$28,500 11	$30,001 6	$32,621 17	$54,300 7	$29,716 22 $39,552 $24,000			$33,000 1	$37,714 14
MBA - Technical Undergraduate Degree	$31,207 30 $38,500 $25,008		$25,000 3	$40,700 10	$52,600 5	$32,136 15	$35,099 8	$39,600 35 $55,000 $30,000	$43,250 8	$32,667 3		$42,900 2	$30,000 1	$23,004 1				

MORE EMPLOYER CATEGORIES ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$22,167 3	$20,309 17	$23,906 39 $27,600 $20,000	$20,778 19	$17,028 9	$20,912 134 $24,600 $18,726	$20,681 149 $24,300 $16,392	$20,078 10	$21,745 10	$21,280 12	$19,000 1	$20,185 1	$24,900 5	$23,020 32 $25,800 $19,488	$23,979 30 $26,800 $20,000	$24,290 40 $26,400 $21,000	$23,696 24 $27,300 $20,000	$25,930 78 $27,500 $24,000
Business Administration incl. Management Science	$21,993 6	$22,753 58 $26,400 $18,000	$23,372 30 $28,800 $18,000	$21,938 67 $27,300 $16,000	$19,730 13	$20,386 91 $24,000 $15,793	$23,134 21 $28,300 $19,000	$22,368 13	$19,547 15	$20,772 5	$17,000 1	$17,962 10	$15,280 5	$23,052 36 $27,300 $20,000	$20,320 10	$26,341 48 $30,000 $21,000	$24,083 30 $30,000 $17,500	$24,987 59 $30,000 $20,000
Distribution Management		$23,507 25 $24,600 $19,992		$22,997 3		$20,532 5	$19,776 1								$20,933 3	$25,645 4	$22,133 3	$25,949 15
Economics & Finance (incl. Banking)	$28,126 7	$23,406 33 $28,500 $17,000	$24,363 19	$23,645 38 $29,400 $16,300	$22,400 9	$20,394 76 $24,000 $16,800	$19,356 12	$17,840 5	$25,697 16	$21,167 6		$18,000 2	$21,948 2	$24,016 49 $25,800 $21,600	$22,143 7	$25,675 43 $28,600 $20,004	$24,085 25 $30,000 $18,000	$26,754 67 $28,680 $24,500
Hotel / Restaurant Management		$18,360 2		$20,550 6		$18,000 1		$21,300 2		$14,412 1		$23,000 1		$26,000 1			$19,500 1	
Human Resources (incl. Labor Relations)		$22,900 5		$18,000 1	$27,000 1	$21,336 8	$21,565 4	$18,500 1	$18,000 1			$12,000 1		$21,782 2	$21,750 2	$28,090 2	$22,167 9	$30,560 5
Management Information Systems	$26,967 3	$23,784 13	$27,136 14	$24,670 4	$26,967 3	$19,576 12	$24,420 7		$22,000 1				$25,200 1	$25,171 34 $27,000 $24,000	$26,574 13	$28,000 1	$27,200 3	$28,554 30 $30,000 $26,600
Marketing / Marketing Management (incl. Research)	$19,073 12	$23,032 40 $27,600 $16,800	$24,810 22 $28,500 $20,400	$20,264 63 $25,000 $16,800	$18,855 5	$18,974 26 $22,000 $15,118	$19,650 4	$23,701 6	$23,124 28 $26,496 $18,000	$23,700 4	$19,000 1	$19,100 1	$20,000 1	$22,918 8	$24,390 16	$25,493 64 $28,920 $22,000	$24,489 35 $26,500 $19,000	$25,218 148 $30,000 $21,500
Real Estate		$21,000 1				$19,110 2	$15,000 1										$32,000 2	
Advertising		$23,500 2		$20,583 6	$20,458 2	$19,000 2						$18,000 1				$26,100 2	$21,600 1	$22,128 5
Communications	$14,000 1	$17,917 6	$22,733 3	$19,148 15	$18,850 4	$19,456 12	$18,791 3	$22,000 3	$19,600 2	$18,540 5	$10,833 3	$16,757 7	$13,333 3		$20,000 2	$23,916 5	$22,213 8	$23,650 24 $28,500 $20,000
Journalism			$30,000 1	$22,600 2	$18,002 6	$20,447 7	$19,400 4		$22,250 2	$17,333 3		$17,000 3	$19,200 1	$22,800 3	$18,480 1	$20,000 1	$20,167 3	$25,150 6
Telecommunications / Broadcasting	$33,500 2	$12,583 1		$23,000 2	$14,638 2	$19,500 1			$20,000 2	$17,320 2		$19,426 1		$19,448 1		$22,900 2	$19,493 1	$26,400 2
Elementary Education					$19,146 525 $23,000 $14,328	$26,016 1	$18,232 3		$20,800 1	$14,641 52 $16,000 $13,000		$14,700 2	$12,042 2					
Pre-Elementary Education					$17,179 16					$14,400 1								
Physical Education			$21,000 1	$19,500 2	$19,236 42 $23,100 $15,540	$23,000 1	$20,000 1	$17,136 2		$21,000 2		$16,216 5	$18,700 1					$26,800 2
Special Education					$19,959 112 $24,207 $17,300		$20,000 1	$19,000 1				$17,625 4	$16,200 1					

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology		$15,000 2		$19,200 1	$20,490 7		$17,535 4	$19,000 4	$21,500 3			$13,807 4						$28,200 1
Textiles & Clothing	$41,600 1						$27,499 1											$25,000 1
Merchandising Management						$19,297 1												$24,600 1
Foreign Languages					$20,373 16	$18,767 9	$15,580 2				$10,500 1	$18,500 1		$22,000 1		$33,000 1		
Letters		$21,000 3	$26,250 2	$19,750 10	$18,740 63 $23,900 $12,000	$23,862 3	$18,701 9	$19,500 3	$14,467 3		$12,800 2	$16,500 2	$18,704 5	$24,000 2		$23,825 5	$17,000 1	$24,633 4
Visual & Performing Arts				$17,560 10	$17,490 43 $20,500 $13,000	$22,600 5	$15,500 2		$17,000 1	$21,000 2	$17,300 5	$25,800 2	$10,000 1	$13,000 1		$22,500 1	$28,500 2	
Humanities Other	$22,100 1	$30,000 1	$34,000 2	$19,458 3	$21,672 13	$19,591 5	$22,009 9			$20,500 2			$15,900 2		$15,000 1	$33,500 12	$20,500 2	$25,000 3
Criminal Justice	$20,000 1				$19,831 3	$23,350 11	$23,436 30 $30,000 $17,100	$18,750 2	$12,480 1	$20,500 1		$14,333 3	$12,000 1		$12,000 1	$19,000 3		$29,000 3
History		$17,850 2	$31,200 1	$25,000 1	$18,887 25 $25,000 $13,800	$20,752 11	$22,678 2		$26,122 4	$25,867 3	$11,136 1	$14,000 1	$11,750 2	$22,800 1		$26,700 2	$23,700 5	$23,300 2
Political Science / Government	$23,525 4	$22,417 6	$25,000 2	$20,138 8	$15,791 16	$20,102 30 $23,000 $15,118	$18,933 11	$22,000 1	$16,800 3	$20,120 5	$17,313 1	$16,833 3	$13,899 6	$23,733 3		$24,827 3	$20,300 2	$26,625 4
Psychology	$21,499 3	$16,200 3	$15,600 1	$19,494 7	$15,980 23 $21,600 $11,800	$18,459 15	$17,538 20 $20,000 $14,082	$18,633 19	$18,245 15	$15,588 8	$14,500 1	$15,156 38 $20,750 $10,500	$15,535 7		$17,000 2	$27,915 4	$17,875 4	$23,945 4
Sociology				$21,250 2	$11,752 1	$19,497 2	$18,321 12	$22,614 7	$16,070 10	$16,400 2		$17,232 16	$17,000 2			$17,500 1	$24,000 1	$24,500 2
Social Sciences Other	$20,000 1	$23,000 3		$20,250 4	$19,201 26 $24,000 $13,500	$20,066 15	$18,325 10	$19,535 4	$21,178 10	$22,865 3		$16,434 18	$17,650 2		$17,000 1	$21,700 6	$30,500 3	$22,500 4
Aerospace & Aeronautical Engineering		$28,310 4	$30,000 2			$25,852 35 $28,992 $21,500								$29,685 439 $31,600 $27,500		$30,026 9	$27,000 1	$30,840 1
Agricultural Engineering				$27,500 1	$28,565 1	$22,148 5	$19,000 1							$29,900 1	$26,000 4	$29,820 10	$24,687 3	
Architectural Engineering			$26,300 1		$18,600 1		$22,845 4										$25,806 13	
Bioengineering & Biomedical Engineering	$25,000 1		$30,500 1	$32,000 1		$24,921 3	$35,000 1	$18,900 1	$16,800 1					$30,807 7		$31,800 2		$28,640 3
Chemical Engineering	$31,600 16	$23,952 3	$32,129 7	$29,233 3	$25,000 1	$25,670 16	$25,645 5	$34,800 1	$32,010 2					$30,748 9	$30,283 8	$31,914 31 $33,600 $30,600	$32,142 27 $34,500 $30,000	$33,156 1137 $34,900 $32,000
Civil Engineering	$28,728 6	$24,450 124 $27,480 $22,000	$29,540 42 $32,970 $25,500	$28,604 26 $32,976 $25,343		$24,417 90 $27,532 $19,668	$26,135 370 $32,927 $22,880		$23,776 1	$30,000 2			$31,333 4	$29,290 19	$28,000 1	$28,407 11	$27,426 247 $31,200 $24,000	$30,869 23 $32,600 $28,800
Computer Engineering	$33,067 6	$24,562 5	$30,483 11		$25,200 1	$25,142 24 $30,963 $20,004	$27,552 5	$29,500 2	$24,000 1				$28,430 5	$30,256 70 $32,000 $27,996		$30,871 15	$26,050 2	$31,293 25 $33,120 $29,100

Curriculum Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering	$31,313 42 $33,800 $28,000	$28,064 7	$30,950 245 $33,100 $28,800	$30,196 24 $32,000 $26,000	$24,700 2	$24,729 381 $28,848 $20,460	$29,959 33 $32,280 $26,400	$30,000 1	$30,156 1				$31,693 3	$30,529 600 $33,000 $28,188	$28,244 9	$30,864 264 $33,000 $28,400	$30,431 42 $32,580 $28,300	$32,481 170 $34,400 $30,600
Industrial Engineering	$30,872 7	$30,227 17	$30,176 22 $31,600 $29,000	$30,350 4		$25,627 64 $30,396 $20,463	$24,197 2	$24,820 2	$29,000 1					$29,907 87 $31,200 $27,900	$29,000 2	$30,272 108 $32,400 $28,200	$29,018 26 $31,200 $24,000	$30,726 61 $32,340 $28,800
Mechanical Engineering	$30,173 21 $33,000 $28,000	$29,258 13	$30,307 127 $32,600 $26,300	$29,211 16	$30,000 1	$24,332 180 $27,500 $20,000	$26,503 24 $30,000 $20,500		$33,667 3					$29,785 573 $31,900 $27,500	$30,108 13	$30,929 736 $33,000 $28,500	$29,796 97 $32,580 $27,500	$32,242 382 $34,404 $30,000
Metallurgical Engineering	$28,248 4	$22,800 1	$28,700 3			$27,402 6		$30,600 1						$31,326 22 $33,400 $30,000	$33,800 1	$31,108 46 $32,400 $30,000	$31,200 2	$31,945 16
Mining Engineering				$25,344 1		$25,200 1	$18,768 1								$30,500 2			
Nuclear Engineering			$32,222 13	$29,705 1		$24,444 7								$30,250 2		$39,000 2	$32,000 1	$32,392 5
Petroleum Engineering		$26,440 2		$30,000 1		$20,500 4	$25,752 1									$25,200 1	$17,750 2	
Textile Engineering																		$29,600 5
Engineering Technology	$27,600 4	$28,823 7	$26,297 17	$26,416 9	$17,955 1	$25,511 4	$24,580 4							$28,448 104 $31,596 $26,000	$29,000 1	$29,119 91 $33,000 $24,000	$26,355 44 $31,200 $21,000	$29,836 17
Industrial Technology		$30,405 4	$34,030 1	$26,418 6		$20,211 9								$27,842 47 $28,992 $27,000		$29,624 10	$24,832 3	$28,920 5
Agribusiness				$21,600 1		$20,733 6									$21,083 38 $26,200 $16,300	$29,700 1		$27,996 1
Animal Sciences						$15,313 3									$19,556 15			$20,000 1
Plant Sciences				$16,250 4	$18,800 1	$16,846 5	$18,000 2								$19,683 13			
Natural Resources	$19,500 1	$22,100 1	$30,000 3		$20,400 1	$14,048 3	$16,599 5			$20,000 1	$12,480 1		$17,796 1					$22,800 1
Other Agricultural Sciences				$17,667 3		$17,523 3	$17,333 3	$12,272 1	$20,388 1		$20,000 1				$22,022 39 $26,000 $16,000	$29,736 1		$30,000 1
Computer Science	$28,821 27 $33,000 $24,000	$25,922 16	$27,106 35 $31,000 $23,490	$26,316 16	$23,000 11	$23,107 40 $30,470 $17,387	$20,739 15	$25,083 6	$16,168 3			$24,000 1		$28,838 161 $31,800 $26,000	$28,109 4	$28,854 17	$25,493 6	$29,316 46 $31,500 $27,000
Computer Programming		$26,000 1	$27,017 6		$22,888 4	$18,302 2	$23,000 1	$28,367 3	$22,500 1	$20,000 3				$29,167 3		$30,500 1		$30,150 4
Information Sciences & Systems	$21,000 1	$23,173 10	$26,266 9	$25,700 5	$21,000 1	$22,503 6	$21,288 4	$24,500 6	$23,500 3					$26,697 18	$29,500 1	$27,650 4	$28,333 3	$30,025 25 $33,600 $27,600
Systems Analysis			$25,832 3	$18,000 1			$26,135 1							$28,100 3				$34,020 1
Allied Health				$21,500 2	$19,540 5		$16,800 2	$24,778 58 $29,000 $19,700	$25,456 25 $31,000 $19,000			$24,000 1						

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Research Organizations	Transportation	Utilities	Other Service Employers	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Health Sciences				$13,820 2	**$22,841 8**	$19,000 3	$20,250 2	$25,344 12	$19,096 21 $24,600 $16,000			$16,566 2	$12,940 2				$20,000 1	**$30,272 2**
Nursing			$36,000 1		**$26,155 2**	$21,714 7	$37,000 1	$25,014 293 $30,000 $20,800	$23,757 26 $30,000 $18,000			$24,000 1				$35,000 1		**$23,500 1**
Pharmacy	$32,076 1			$14,240 3				$31,782 66 $38,000 $24,900	$30,047 7									**$30,810 26** $35,004 $28,000
Actuarial	$14,368 3				**$20,160 1**					**$27,800 1**		$26,800 1	$19,267 3		**$20,158 7**		$24,000 1	
Architectural & Environmental Design		$26,400 2		$21,125 4		$35,664 1	$28,780 2	$24,000 1						$21,200 2	**$20,000 1**		$26,291 52 $29,400 $22,104	**$29,100 1**
Biological	$17,058 9			$21,641 4	**$17,747 15**	$20,874 8	$19,435 6	$21,892 13	$20,559 7		$10,400 1	$24,000 1	$19,497 3		**$18,000 2**			**$23,335 19**
Chemistry	$21,965 15	$25,000 1			**$17,132 11**	$19,277 4	$19,567 3	$21,000 2	$16,500 2				$22,250 2	$27,800 1		$28,800 1	$29,568 1	**$27,857 90** $33,000 $22,800
Geological		$15,000 1	$23,099 4	$19,200 1	**$11,400 1**	$19,493 2	$27,000 1					$15,600 2					$25,650 2	
Mathematics (incl. Statistics)	$26,499 4	$24,380 5	$27,970 7	$22,000 2	**$19,533 44** $22,300 $17,000	$23,026 29 $28,745 $18,000		$21,800 2					$26,000 1	$29,791 18		$29,846 5		**$29,380 9**
Physics	$29,267 3				**$18,300 3**	$23,727 6		$17,667 3		**$18,000 1**				$29,174 8			$32,000 1	**$31,536 1**
Other Physical & Earth Sciences					**$18,783 7**		$25,000 1								**$24,000 1**			**$25,032 5**

BACHELOR'S SUMMARY

Nontechnical Curricula	$22,854 45 $30,100 $16,000	$22,447 223 $27,000 $16,800	$24,516 137 $29,200 $19,500	$21,118 274 $27,200 $15,500	**$19,072 985** $23,883 $13,896	$20,420 486 $24,000 $16,056	$20,544 323 $26,000 $15,500	$20,335 83 $26,000 $14,000	$21,033 128 $28,000 $14,090	**$17,644 119** $24,000 $13,000	$14,885 17	$16,456 127 $21,000 $12,000	$16,809 50 $21,000 $11,500	$23,672 174 $27,300 $19,900	**$23,119 89** $27,200 $17,000	$25,662 250 $30,000 $20,000	$23,769 165 $28,980 $18,000	**$25,705 471** $29,400 $21,800
Technical Curricula	$28,423 171 $33,800 $19,000	$25,619 224 $31,200 $22,000	$30,072 560 $33,000 $26,400	$26,528 141 $32,000 $18,300	**$19,984 123** $26,000 $15,200	$24,332 957 $29,199 $19,654	$25,819 500 $32,718 $21,153	$25,800 474 $33,000 $20,000	$23,519 106 $31,000 $17,000	**$23,450 8**	$14,293 3	$21,015 9	$24,710 24 $32,000 $14,400	$29,793 2194 $32,220 $27,492	**$23,291 162** $30,900 $16,300	$30,697 1367 $33,000 $28,000	$28,041 577 $32,400 $24,000	**$32,211 2064** $34,500 $29,340

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$30,000 1	$32,811 18	$34,030 4	$26,833 6	**$20,000 2**	$24,506 13	$26,244 9	$26,750 4	$31,138 10	**$24,000 2**				$35,250 4	**$30,000 5**	$38,498 43 $44,200 $30,000	$31,983 6	**$37,740 44** $43,500 $31,500
MBA - Technical Undergraduate Degree	$40,225 2	$32,000 3	$37,000 2	$35,133 3	**$38,000 1**	$39,000 1								$31,450 4	**$39,504 2**	$40,158 16	$34,950 2	**$38,869 39** $48,000 $33,000

EMPLOYERS CONTINUED ON NEXT PAGE . . . —

EMPLOYER CATEGORIES Continued

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Accounting	$26,210 44 $30,000 $23,088	$24,678 80 $28,020 $20,800	$24,545 36 $27,500 $20,900	$24,951 5	$22,081 21 $24,500 $18,096	$23,544 4	$25,734 7	$24,941 34 $26,000 $23,500	$25,170 220 $27,500 $23,400	$23,120 6	$26,700 2	$25,778 10	$23,398 5	$21,420 10	$24,764 16
Business Administration incl Management Science	$24,288 62 $30,940 $17,400	$24,782 58 $28,200 $19,000	$24,389 59 $28,790 $18,200	$23,721 16	$23,555 24 $27,200 $18,000		$24,664 11	$24,967 15	$24,886 47 $29,052 $22,000	$21,314 14	$21,018 5	$22,227 11	$23,517 8	$22,839 46 $26,000 $18,000	$22,327 15
Distribution Management	$24,886 7	$25,470 2	$26,575 4		$24,650 2			$27,000 1	$24,500 1					$25,512 4	$28,500 7
Economics & Finance (incl Banking)	$26,975 80 $32,000 $23,500	$26,126 106 $28,000 $23,000	$25,853 40 $29,000 $21,996	$23,516 13	$25,324 18		$24,016 10	$25,375 16	$25,346 105 $27,000 $24,000	$23,000 6	$23,630 4	$25,799 15	$25,869 9	$24,211 11	$25,984 14
Hotel / Restaurant Management			$14,500 1											$22,565 1	
Human Resources (incl Labor Relations)	$22,875 4	$24,750 4	$29,490 5	$26,000 2	$29,400 2		$22,500 2	$28,000 6	$24,925 8	$22,000 1	$21,000 1			$22,742 7	$27,000 1
Management Information Systems	$29,336 57 $32,500 $24,600	$28,807 22 $33,000 $26,000	$28,601 15	$30,375 4	$22,867 3		$25,000 3	$26,458 14	$27,690 73 $30,000 $25,000	$23,713 3	$27,300 1	$28,500 1		$18,000 2	$31,333 3
Marketing / Marketing Management (incl Research)	$22,549 69 $31,500 $16,000	$23,330 68 $27,000 $19,200	$24,070 136 $27,500 $20,004	$24,164 58 $26,400 $22,100	$23,912 17		$23,922 11	$22,831 32 $27,500 $16,640	$25,009 43 $26,500 $23,400	$21,653 30 $24,200 $19,000	$22,326 7	$24,633 12	$24,667 3	$23,731 43 $26,000 $18,000	$23,867 13
Real Estate															
Advertising	$25,333 3	$20,340 10	$21,200 2	$18,000 1					$24,000 3						$19,500 1
Communications	$25,413 11	$23,067 9	$22,691 27 $27,996 $17,000	$23,760 10	$21,667 3		$24,000 1	$25,140 5	$20,998 4	$20,000 2	$18,000 1	$20,400 1	$17,750 2	$21,761 6	$22,897 4
Journalism	$32,047 3		$24,250 2	$23,500 2					$16,000 2	$19,067 3				$19,093 3	
Telecommunications / Broadcasting	$36,000 1	$19,500 2	$17,000 1					$25,500 1	$28,500 1	$20,667 3					
Elementary Education		$28,800 1											$23,000 1		
Pre-Elementary Education															
Physical Education		$36,000 1													
Special Education															

Curriculum - Continued

	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	**Metals & Metal Products**	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl. Medical)	Stone, Clay, Glass & Concrete Products	Textiles & Apparel	**Widely Diversified**
Human Ecology		$24,180 1	$18,500 1											$17,375 4	
Textiles & Clothing		$20,000 1	$28,000 1											$19,951 16	
Merchandising Management	$30,000 1		$20,100 2											$19,000 1	
Foreign Languages	$17,150 2	$24,502 2	$30,600 1	$18,000 1						**$18,000 1**				$26,000 1	
Letters	$25,720 5	$30,507 3	$25,033 6	$20,600 1				$27,500 1	$25,002 2			$20,000 1		$24,020 2	**$25,000 1**
Visual & Performing Arts	$25,000 2	$26,400 1	$29,000 1	$15,600 1	**$19,000 1**					**$16,250 2**				$13,000 1	
Humanities-Other	$23,000 1		$21,700 5	$21,403 3			$22,000 1	$21,800 3		**$21,000 1**			$32,760 1	$17,000 1	**$12,000 1**
Criminal Justice					**$24,000 1**										
History	$24,140 5	$20,967 3		$20,600 1				$24,000 1	$28,750 1	**$20,136 2**					**$25,200 1**
Political Science / Government	$24,740 2		$24,083 6	$20,400 2	**$24,000 1**			$25,800 4	$27,625 4	**$21,100 2**		$25,100 2		$23,284 2	
Psychology	$26,000 1	$24,750 2	$24,875 8		**$23,367 3**		$26,000 1		$20,000 1	**$25,000 1**	$18,000 1	$15,000 1	$14,000 1	$24,421 3	
Sociology	$32,000 1		$20,000 1	$30,000 1					$24,000 1						
Social Sciences-Other	$15,000 1	$27,325 4	$29,500 2										$29,000 2	$21,500 1	
Aerospace & Aeronautical Engineering	$30,839 4	$31,359 11									$31,500 1	$30,000 1	$31,000 1	$23,000 1	**$32,300 1**
Agricultural Engineering			$23,760 2												
Architectural Engineering					**$28,800 1**				$31,000 1						
Bioengineering & Biomedical Engineering		$28,757 8					$29,000 1		$29,800 4			$29,300 5			
Chemical Engineering	$32,159 15	$31,978 48 $34,000 $30,000	$31,925 44 $33,500 $30,300	$32,978 18	**$30,373 14**	$30,000 2	$33,142 12	$32,977 59 $34,800 $31,800	$33,610 462 $35,000 $32,220	**$32,583 3**	$33,383 63 $33,900 $32,700	$38,000 1	$30,810 7	$33,456 10	**$33,486 33 $34,800 $31,800**
Civil Engineering	$29,499 9	$25,538 13	$30,000 1	$31,200 3	**$27,258 23 $30,000 $24,000**	$29,975 4		$27,480 5	$31,703 74 $33,600 $30,000		$27,900 4	$25,150 2	$26,260 10	$33,500 1	**$28,752 11**
Computer Engineering	$31,091 169 $33,600 $28,000	$30,860 88 $32,600 $29,184	$31,500 2	$28,204 2	**$30,175 8**			$30,368 7	$30,131 29 $33,996 $26,496			$30,668 3		$27,500 1	**$29,750 2**

Curriculum Continued

Curriculum	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified
Electrical Engineering	$31,587 480 $33,780 $29,200	$31,216 1106 $33,204 $28,800	$31,182 28 $33,900 $28,000	$32,116 11	$31,053 87 $33,000 $29,100	$30,575 4	$32,686 7	$32,001 53 $34,300 $29,796	$32,703 125 $34,500 $30,300	$31,390 5	$31,822 18	$30,900 40 $33,996 $27,000	$30,933 9	$31,067 9	$31,722 87 $33,600 $29,040
Industrial Engineering	$29,580 48 $32,456 $27,000	$30,147 123 $32,500 $27,900	$31,030 41 $32,064 $29,120	$30,549 14	$29,860 45 $32,000 $27,000		$29,360 5	$30,540 10	$31,306 14	$28,267 3	$30,600 3	$29,823 13	$30,200 7	$27,074 18	$30,300 23 $32,400 $27,804
Mechanical Engineering	$31,291 96 $33,996 $27,600	$30,734 456 $32,830 $28,500	$31,271 84 $33,900 $28,800	$31,043 25 $33,000 $27,840	$30,193 190 $31,800 $28,440	$31,000 4	$30,892 13	$31,924 76 $33,996 $29,796	$32,330 338 $34,700 $29,224	$31,120 5	$31,582 56 $32,400 $30,000	$28,975 22 $32,000 $27,600	$30,535 23 $31,800 $29,000	$31,912 25 $34,300 $30,500	$36,415 71 $32,700 $28,440
Metallurgical Engineering	$32,453 14	$31,564 13			$30,278 103 $32,400 $27,900	$29,460 10	$31,500 1		$31,880 9				$29,675 12		$28,250 2
Mining Engineering		$22,000 1			$30,850 4	$29,503 12			$29,400 2						
Nuclear Engineering	$29,567 3	$30,986 22 $32,400 $30,000													$29,950 2
Petroleum Engineering		$30,600 1							$33,419 147 $36,780 $26,100			$32,400 1			$31,200 3
Textile Engineering								$27,000 1						$26,362 39 $31,500 $24,000	
Engineering Technology	$28,700 56 $32,000 $24,000	$28,769 98 $32,400 $24,000	$30,174 8	$32,100 1	$27,979 31 $30,840 $25,200	$18,720 1	$27,658 2	$32,540 10	$27,385 13		$26,402 10	$24,200 11	$30,329 7	$27,444 5	$30,861 15
Industrial Technology	$26,573 6	$26,732 29 $30,000 $24,000	$29,534 5		$22,500 1			$24,733 3		$20,600 2	$25,500 2	$22,497 6		$25,075 4	$26,499 3
Agribusiness	$17,000 1		$24,185 7	$31,200 1					$26,000 1						$24,000 2
Animal Sciences			$20,146 15												
Plant Sciences															
Natural Resources								$29,868 3							
Other Agricultural Sciences	$14,560 1		$23,520 21 $26,000 $20,000					$15,000 1	$22,200 1						
Computer Science	$30,438 433 $33,456 $25,200	$29,872 186 $33,000 $26,000	$27,340 5		$27,602 13	$30,160 1	$30,000 1	$27,237 5	$29,540 98 $32,000 $27,000	$31,705 4	$27,819 10	$28,589 13	$29,500 1	$26,875 4	$29,825 4
Computer Programming	$31,721 18	$30,497 4	$21,500 1					$27,060 1	$29,919 5	$18,460 1				$31,000 1	$27,000 1
Information Sciences & Systems	$26,895 37 $32,700 $20,000	$27,182 22 $31,500 $24,000	$29,243 7	$27,200 1	$27,225 8				$28,494 28 $30,400 $27,000	$28,000 1			$27,601 3	$28,433 3	$27,539 3
Systems Analysis	$33,520 3	$30,747 3							$27,625 4			$30,600 1	$30,000 1		
Allied Health												$27,500 1			

Curriculum - Continued

	MANUFACTURING EMPLOYERS														
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified
Health Sciences										$23,500 1		$24,800 1			
Nursing															
Pharmacy															
Actuarial		$29,000 1	$22,776 4												
Architectural & Environmental Design	$36,000 1	$30,000 1													
Biological	$26,750 2		$20,860 2	$12,000 1					$32,107 3			$26,200 2		$25,700 3	
Chemistry		$27,387 9	$28,622 9		$32,500 1				$30,300 11		$28,920 3	$19,800 1	$28,100 2	$26,000 1	$25,650 2
Geological			$25,000 1			$27,000 1			$30,225 4						
Mathematics (incl Statistics)	$29,189 34 $31,812 $25,000	$27,868 15	$27,500 2	$24,100 3		$30,000 1			$30,000 3			$27,000 1			$30,096 1
Physics	$30,514 7	$30,471 7	$32,000 1						$19,740 2			$31,500 1			$28,167 3
Other Physical & Earth Sciences	$18,000 1	$28,520 2			$32,280 1		$24,425 1								

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,712 362 $32,000 $18,000	$24,997 380 $28,500 $20,000	$24,518 362 $28,800 $19,500	$23,946 121 $28,000 $20,016	$23,643 96 $28,000 $18,000	$23,544 4	$24,399 47 $27,240 $22,000	$24,780 133 $27,800 $20,000	$25,463 516 $28,600 $23,000	$21,513 77 $25,000 $18,000	$22,436 22 $26,700 $17,000	$24,425 54 $28,500 $20,000	$24,272 30 $28,000 $17,000	$22,499 165 $26,000 $17,300	$24,648 77 $28,500 $19,025
Technical Curricula	$30,746 1438 $33,600 $27,000	$30,662 2266 $33,000 $27,600	$29,438 290 $33,300 $23,000	$30,928 80 $33,000 $27,000	$29,958 530 $32,280 $27,000	$29,518 40 $32,000 $27,000	$31,283 43 $33,606 $28,000	$31,699 234 $34,000 $29,000	$32,400 1378 $35,004 $28,200	$29,321 25 $32,760 $25,000	$31,526 170 $33,600 $27,900	$28,863 126 $32,500 $22,800	$29,738 83 $32,400 $26,500	$28,607 125 $34,000 $24,000	$30,910 269 $33,600 $27,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$35,838 41 $42,000 $28,900	$34,105 30 $40,000 $24,504	$34,971 21 $46,000 $28,000	$40,330 13	$30,733 6		$35,787 6	$33,865 15	$35,087 32 $41,000 $28,800		$30,775 4	$36,623 6	$34,134 7	$31,214 7	$38,143 7
MBA - Technical Undergraduate Degree	$37,204 21 $40,000 $30,500	$36,257 14		$43,800 3	$32,000 3				$37,536 25 $41,000 $31,800	$34,000 1	$32,500 1	$45,000 1			$32,800 3

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrangement of data in blocks

Average $24,876 639 Number of Offers
90th Percentile $28,000
10th Percentile $21,600

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking / Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design /Graphic Arts	Media Planning
Accounting	$25,698 5171 $29,000 $22,500	$23,406 1170 $27,500 $18,500	$21,994 19	$19,367 6	$25,000 2	$27,252 2			$25,114 132 $29,004 $20,300	$25,917 6	$18,500 1		$21,800 4	$23,000 1	$21,575 4	$25,365 17		
Business Administration (incl. Management Science)	$24,776 101 $29,900 $21,000	$22,410 63 $28,000 $16,000	$21,051 75 $24,000 $16,500	$22,326 43 $26,000 $18,000	$23,839 17	$24,433 3	$17,250 4	$26,125 4	$25,507 90 $32,000 $18,000	$21,849 25 $28,700 $17,000	$21,932 49 $24,500 $20,000	$17,080 5	$21,711 68 $27,300 $16,000	$22,680 102 $27,300 $18,000	$24,493 33 $31,000 $18,500	$21,601 345 $27,500 $15,600	$25,000 1	$19,770 2
Distribution Management		$19,776 1											$25,026 27 $27,960 $21,000	$26,587 10	$29,500 1	$12,000 1		
Economics & Finance (incl. Banking)	$26,887 151 $31,000 $24,000	$24,532 245 $28,000 $21,000	$22,144 183 $26,400 $18,000	$23,376 206 $27,500 $18,000	$26,730 85 $34,000 $20,400	$30,184 19	$24,308 13	$22,810 31 $29,500 $17,500	$26,158 625 $31,000 $21,000	$24,402 70 $30,000 $18,000	$22,094 71 $25,000 $16,900	$21,000 1	$24,265 28 $28,000 $19,000	$22,545 53 $26,000 $18,000	$25,708 12	$22,477 253 $29,200 $15,996	$24,500 1	$14,750 4
Hotel / Restaurant Management	$22,000 1									$20,000 1			$19,500 3			$19,288 5		
Human Resources (incl. Labor Relations)			$23,000 1		$16,500 1				$26,000 1	$25,750 2	$22,660 5		$32,367 3	$20,030 10	$18,000 1	$21,687 23 $25,500 $16,500		
Management Information Systems	$27,417 6	$23,931 2	$14,400 1		$22,000 1				$25,399 5		$22,000 2		$29,117 3	$30,000 1		$22,214 7	$22,450 2	
Marketing / Marketing Management (incl. Research)	$23,604 7	$21,696 7	$20,364 35 $24,000 $15,000	$20,528 26 $26,000 $13,992	$21,375 4	$25,500 2	$18,500 2	$20,701 3	$23,033 32 $27,000 $19,000	$23,108 13	$21,766 25 $28,000 $17,000	$21,407 24 $27,996 $16,000	$23,272 123 $31,000 $18,000	$22,114 217 $26,000 $18,500	$23,650 83 $28,140 $18,000	$22,994 934 $28,000 $18,000		$30,000 1
Real Estate							$26,667 3		$25,067 3		$21,500 2					$22,143 7	$21,996 1	
Advertising		$21,000 1			$21,600 1						$18,700 1	$18,582 17	$20,000 2	$17,433 3	$20,000 1	$20,188 48 $25,000 $15,000	$18,129 3	$20,200 5
Communications	$17,000 1	$18,814 7	$26,340 5		$31,000 1			$22,000 1	$22,750 5	$23,833 3	$22,375 4	$19,788 8	$22,254 13	$21,783 6	$20,409 9	$21,849 156 $27,000 $16,000	$10,000 1	$19,675 4
Journalism		$12,000 1						$20,000 1		$22,000 1	$18,464 2	$16,769 13	$20,000 2	$23,167 3	$24,696 1	$20,932 31 $25,000 $17,000	$25,200 1	
Telecommunications / Broadcasting														$20,709 11		$19,790 20 $24,000 $15,000	$15,000 1	$15,138 2
Elementary Education									$18,004 3							$25,600 3		
Pre-Elementary Education																		
Physical Education													$21,000 3			$24,350 4		
Special Education																		

FUNCTIONAL AREA

Curriculum Continued	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design (Graphic Arts)	Media Planning
Human Ecology				$18,300 1										$26,000 1	$18,500 1	$17,300 4	$19,200 1	
Textiles & Clothing													$19,953 6	$19,700 81 $22,000 $17,000		$25,425 4	$18,000 1	
Merchandising Management												$19,000 1	$17,000 1	$20,667 9		$23,650 4		
Foreign Languages	$22,800 1		$16,000 2	$24,750 2					$19,500 1	$22,000 2	$24,000 1	$20,000 3	$18,000 1	$22,660 5	$19,250 2	$18,350 8		
Letters	$30,000 1	$22,600 2	$20,257 7					$15,500 1	$28,185 14	$25,500 4	$20,238 4	$19,929 7	$26,245 7	$21,100 11	$20,647 6	$20,672 31 $23,500 $18,000		$21,000 2
Visual & Performing Arts	$37,000 1	$12,000 1		$16,800 1					$17,000 1		$21,748 2	$11,612 2	$24,332 3	$27,748 2	$23,200 2	$21,000 8	$17,917 19	$22,000 1
Humanities Other		$24,933 3	$20,067 3		$26,500 2				$30,500 2		$20,711 7	$26,000 1	$24,500 2	$21,095 10		$21,881 24 $27,500 $18,000	$16,400 3	$18,115 5
Criminal Justice			$20,100 2	$19,000 1							$21,000 2		$30,500 2		$17,600 1	$23,500 5		
History			$25,613 6	$25,833 3	$30,720 9	$28,750 2	$20,000 1	$30,000 3	$30,789 18		$26,000 2	$27,000 1	$20,000 2	$23,457 7	$12,672 1	$22,353 21 $26,400 $18,000	$21,600 1	
Political Science Government	$27,800 5	$30,000 1	$18,243 7	$32,000 1	$31,000 2			$32,250 2	$30,214 40 $36,000 $25,000	$22,000 3	$20,838 7	$19,000 1	$16,290 6	$22,550 10	$24,533 3	$22,868 50 $27,500 $16,000	$25,000 1	
Psychology	$25,000 1	$24,600 1	$27,878 8		$31,000 1				$26,833 6	$23,500 2	$21,429 7		$20,583 6	$20,371 22 $24,000 $17,000	$22,185 8	$19,436 40 $25,000 $12,000		
Sociology			$18,167 3	$16,700 3						$21,000 2	$19,733 3		$10,000 1	$21,500 2	$25,000 1	$22,998 12		
Social Sciences Other	$41,250 2	$19,800 1	$19,250 6	$22,500 2	$29,380 5				$29,861 18				$18,000 1	$22,833 6	$34,900 1	$23,199 21 $30,000 $19,992		$22,500 1
Aerospace & Aeronautical Engineering			$18,200 1										$28,800 1					
Agricultural Engineering																	$15,360 1	
Architectural Engineering																		
Bioengineering & Biomedical Engineering																$26,795 4		
Chemical Engineering						$34,200 1							$32,368 3		$33,083 21 $33,180 $32,820	$31,636 26 $34,500 $26,500		
Civil Engineering		$30,000 1						$30,000 2	$34,167 3		$27,600 1		$31,730 2		$29,400 3	$27,710 10	$24,568 8	
Computer Engineering	$24,000 1													$22,300 1	$30,800 1	$30,857 8	$28,000 1	

FUNCTIONAL AREA

Curriculum Continued	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design /Graphic Arts	Media Planning
Electrical Engineering	$32,033 3	$34,100 1			$30,250 2			$32,496 1	$32,750 4				$32,150 4	$28,933 3	$31,806 8	$29,930 71 $31,900 $27,000	$34,000 1	
Industrial Engineering	$25,500 2	$27,800 1				$30,000 1			$30,300 2				$28,961 10	$30,600 1	$30,497 8	$29,593 32 $33,000 $26,784		
Mechanical Engineering				$31,400 1		$27,996 1			$30,000 1		$31,500 1		$29,367 3	$28,867 3	$31,710 12	$30,209 75 $32,400 $28,000	$31,867 3	
Metallurgical Engineering													$31,200 1			$31,416 4		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering		$38,100 1											$32,496 1			$30,600 1		
Textile Engineering											$22,000 1		$24,000 1			$25,600 5		
Engineering Technology													$26,235 6	$28,480 5		$26,121 40 $30,600 $23,000	$23,000 2	
Industrial Technology													$32,000 1	$22,586 2		$15,500 2		
Agribusiness			$18,000 1	$18,500 1	$32,000 1		$20,850 4		$15,800 1	$21,120 1	$18,480 1		$21,000 1	$19,000 1	$16,300 1	$22,770 22 $26,200 $18,500		
Animal Sciences													$21,300 5	$17,433 2		$21,125 4		
Plant Sciences																$17,316 6		
Natural Resources														$25,000 1		$22,800 1		
Other Agricultural Sciences				$22,000 1									$24,500 1	$23,250 4	$30,000 1	$20,500 3		
Computer Science	$28,500 2	$16,000 1		$22,000 1				$35,000 1	$26,000 5				$28,425 4	$50,000 1	$33,100 2	$29,325 4		$33,800 1
Computer Programming									$28,500 1									
Information Sciences & Systems	$28,840 5	$23,000 1			$32,400 1					$26,000 1	$25,000 1		$19,000 1			$21,300 2		$29,250 2
Systems Analysis																		
Allied Health																$22,500 2		

FUNCTIONAL AREA

CONTINUED ...

	FINANCE											MARKETING					COMMUNICATIONS	
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking Corporate Finance	Investment Banking Mergers & Acquisitions	Investment Banking Real Estate	Investment Banking Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Underwriting	Advertising	Brand / Product Management	Buyer / Merchandising	Market Research	Sales	Design /Graphic Arts	Media Planning
Health Sciences									$39,000 1				$31,644 1	$18,400 1		$25,733 3		
Nursing																$23,500 1		
Pharmacy													$35,040 1			$27,551 7		
Actuarial									$16,848 1							$22,564 3		
Architectural & Environmental Design															$29,700 3	$11,000 1	$19,900 2	
Biological		$27,600 1	$11,856 1						$31,920 5	$25,000 1	$20,000 1		$24,150 2		$15,420 1	$23,406 20 $30,000 $17,000		
Chemistry			$19,400 1		$30,000 1				$32,500 1	$30,000 1				$18,000 1	$27,450 4	$26,902 25 $29,400 $24,960		
Geological																$25,000 1		
Mathematics (incl. Statistics)	$24,200 5	$16,900 2	$21,840 1		$28,800 5				$29,565 17	$24,250 2	$21,650 6			$18,000 1	$30,965 4	$26,041 4		
Physics	$30,000 1	$23,500 1							$31,571 7							$31,200 1		
Other Physical & Earth Sciences										$25,000 1						$22,738 6		

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,721 5449 $29,496 $22,500	$23,503 1506 $27,500 $18,500	$21,728 365 $26,400 $16,992	$22,826 295 $27,144 $18,500	$26,511 131 $32,000 $20,000	$28,922 28 $33,000 $24,500	$22,874 23 $33,000 $15,000	$23,605 46 $30,000 $17,500	$26,191 1006 $31,000 $20,000	$23,704 134 $30,000 $18,000	$21,797 197 $25,000 $17,500	$19,358 84 $26,000 $14,000	$22,945 317 $28,992 $17,000	$21,849 591 $26,000 $17,500	$23,447 171 $30,000 $17,000	$22,324 2086 $28,000 $16,000	$18,768 37 $25,000 $13,000	$19,096 27 $22,500 $12,275
Technical Curricula	$27,542 19	$25,390 10	$17,859 5	$23,475 4	$29,890 10	$30,732 3	$20,850 4	$31,874 4	$29,919 50 $35,000 $23,000	$25,000 7	$22,873 12		$28,008 49 $32,500 $22,500	$25,548 27 $31,200 $18,000	$31,061 69 $33,360 $27,001	$27,762 394 $32,000 $22,000	$25,290 18	$30,767 3

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance/ Taxation/ Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Accounting		$25,500 1			$20,378 6	$24,226 119 $26,496 $19,000	$20,000 1	$18,175 4	$23,000 2	$33,085 2		$23,173 6	$23,000 1					
Business Administration incl. Management Science		$21,092 13	$20,308 12	$16,700 2	$20,036 9	$22,639 7	$15,000 1		$21,171 25 $24,000 $16,800			$22,114 50 $30,000 $14,040	$22,875 4	$15,600 1	$16,395 3		$26,800 9	
Distribution Management									$19,800 1									
Economics & Finance (incl. Banking)			$23,167 3	$30,033 9	$21,435 6	$24,618 26 $27,700 $21,000	$22,131 12		$20,725 18	$21,167 3	$21,000 2	$23,527 14	$16,000 1	$21,599 4			$31,875 4	$25,000 1
Hotel / Restaurant Management												$23,000 3						
Human Resources (incl. Labor Relations)		$21,936 1	$19,833 3	$17,518 1	$20,083 3		$20,000 1	$36,000 1	$24,000 1									
Management Information Systems			$11,500 1					$33,000 1	$21,440 5			$22,838 4						
Marketing / Marketing Management (incl. Research)		$24,667 3	$19,383 7	$13,273 1	$18,000 3	$23,650 2	$21,000 1		$21,085 7			$21,191 21 $24,000 $16,992	$20,750 2		$19,493 1		$25,000 1	
Real Estate									$18,726 1		$21,000 1						$32,000 2	
Advertising			$18,030 4	$25,000 1	$20,000 1							$17,000 1						
Communications	$14,000 3	$14,414 5	$17,611 37 $22,000 $12,000	$20,760 20 $25,200 $15,000	$16,833 3	$25,000 1		$29,500 2	$20,333 3	$10,000 1	$27,000 1	$19,017 6	$14,000 4	$18,765 3	$16,000 1			
Journalism	$20,000 1	$18,147 3	$19,738 15	$19,160 52 $27,000 $13,750	$18,000 1			$25,000 2	$23,020 2			$19,548 2		$18,000 1				
Telecommunications / Broadcasting	$17,375 4	$15,973 11	$15,781 3	$22,328 5														
Elementary Education								$18,197 1	$26,016 1			$17,167 3	$12,000 1		$15,000 1			
Pre-Elementary Education																		
Physical Education					$17,000 1				$23,000 1		$14,560 1	$19,678 5		$20,000 1				
Special Education													$17,000 1		$11,500 1			

CONTINUED ...

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising / Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Human Ecology						$22,000 1					$16,640 1	$20,200 1	$15,557 2		**$13,037 3**			
Textiles & Clothing																		
Merchandising Management			$22,250 1															
Foreign Languages			$19,250 2		**$14,560 1**				$19,900 4	**$18,700 1**		$18,388 2			**$16,600 1**			
Letters		$27,500 2	$16,879 13	$18,817 49 $24,000 $15,000	**$19,400 3**			$20,000 2	$26,787 1			$19,520 10	$18,000 1				$27,500 2	
Visual & Performing Arts			$17,568 2	$16,773 3	**$15,500 2**				$22,000 3			$22,123 5		$16,500 1				
Humanities Other			$39,500 2	$20,000 1	**$22,320 4**			$17,400 2	$25,462 1			$29,767 3		$18,800 2	**$23,873 4**			$22,100 1
Criminal Justice			$30,500 1				$20,716 3	$22,716 49 $30,000 $16,851		**$20,700 1**		$16,100 4	$18,400 3		**$16,072 6**			
History		$15,000 1	$22,000 1	$18,333 3			$14,700 1		$21,788 8			$23,623 11	$12,750 2	$12,000 1				
Political Science / Government		$25,225 2	$27,667 3	$17,000 2	**$18,853 10**	$26,500 2	$20,000 1	$19,082 4	$21,145 11	**$21,446 5**		$17,423 14	$18,492 1	$13,250 2			$25,200 1	
Psychology		$24,200 1	$18,897 3	$18,000 1	**$17,090 1**	$15,500 1	$19,000 1	$17,167 3	$18,246 9		$17,000 1	$17,609 23 $20,000 $14,000	$16,508 45 $21,000 $12,000	$18,000 1	**$15,641 21** $18,000 $12,500			
Sociology			$21,747 2		**$19,500 1**			$19,438 4			$25,500 1	$18,931 6	$19,370 10		**$16,385 22** $19,500 $13,750			
Social Sciences Other			$24,365 3	$22,667 3	**$17,840 3**				$21,183 8		$21,856 6	$17,900 7	$15,647 9		**$16,632 20** $19,396 $13,700			
Aerospace & Aeronautical Engineering									$24,015 6	**$35,056 2**						$27,104 3	**$29,327 110** $31,272 $25,920	
Agricultural Engineering							$18,800 1									$26,500 1	$25,467 3	$20,220 2
Architectural Engineering																	**$25,788 27** $28,000 $22,800	$22,890 1
Bioengineering & Biomedical Engineering																$27,569 8	$32,000 1	
Chemical Engineering									$26,360 5							$32,934 26 $34,750 $31,000	$32,236 81 $34,800 $30,004	$31,469 56 $33,300 $26,080
Civil Engineering		$26,700 2	$21,999 2			$27,600 1			$21,062 8	$24,410 1	$25,584 13	$24,580 3		$26,400 1		$28,176 2	$26,578 907 $32,000 $22,880	$27,947 142 $32,976 $24,000
Computer Engineering		$15,738 1										$30,000 1					$30,576 15	$31,000 1

FUNCTIONAL AREA

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising / Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Electrical Engineering		$31,944 10	$26,000 1	$30,000 1	$23,806 1	$20,880 1		1	$24,154 30 $28,500 $19,654	$25,289 4		$29,000 1				$31,138 8	$30,675 582 $33,600 $27,500	$29,785 9
Industrial Engineering				$33,000 1					$25,146 5			$29,028 6	$27,350 2			$31,270 2	$28,184 36 $30,600 $24,000	$26,675 3
Mechanical Engineering		$32,120 5		$20,900 1			$25,000 1		$21,444 10				$30,000 1			$31,210 10	$30,118 729 $33,000 $27,000	$29,899 24 $33,000 $26,400
Metallurgical Engineering		$30,600 1								$30,900 2		$24,000 1					$29,285 18	$19,500 1
Mining Engineering																	$25,117 4	$21,931 8
Nuclear Engineering									$19,000 1							$29,000 1	$29,211 4	$31,590 2
Petroleum Engineering									$27,000 2								$28,975 10	$26,676 2
Textile Engineering																	$26,440 5	
Engineering Technology		$28,500 1	$26,467 3							$25,343 1		$22,500 2					$28,278 174 $32,844 $24,000	$29,000 3
Industrial Technology				$22,300 2					$20,208 1								$27,488 17	
Agribusiness		$21,996 1	$30,000 3								$24,960 1	$20,700 2						
Animal Sciences																		
Plant Sciences								$21,000 1										
Natural Resources												$12,480 1			$19,493 1		$30,000 1	$21,396 3
Other Agricultural Sciences																		
Computer Science		$29,655 1		$37,000 1	$29,128 1	$25,250 2			$19,886 4	$25,378 1		$21,275 3					$29,152 15	$30,500 2
Computer Programming																	$30,400 1	
Information Sciences & Systems							$25,800 1		$22,386 2									
Systems Analysis									$18,000 1							$40,560 1		
Allied Health												$20,500 2	$15,600 1		$18,000 1			

	COMMUNICATIONS				PUBLIC ADMINISTRATION							SOCIAL SERVICES				ENGINEERING		
	On-Air Reporting	Production	Public Relations	Writing/Editing	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Administration	Counseling	Fundraising / Development	Social Work	Bioengineering	Design/ Construct	Environmental/ Sanitation
Health Sciences									$21,000 1			$10,880 1	$17,167 3		$22,000 1			
Nursing												$24,000 1	$36,000 1					
Pharmacy																		
Actuarial		$14,400 1										$21,679 5		$28,800 1				$15,240 1
Architectural & Environmental Design									$35,664 1			$19,756 3					$26,395 17	$30,000 1
Biological				$18,933 3					$22,338 2		$20,500 1	$26,350 2				$21,000 1		$27,500 2
Chemistry				$24,500 1	$19,000 1			$19,350 2	$25,000 1			$21,800 3					$33,600 3	$20,000 1
Geological											$17,247 2					$28,812 1	$29,000 3	$20,570 8
Mathematics (incl. Statistics)				$18,500 1		$27,533 3			$24,000 2			$19,789 3				$24,600 1	$27,600 1	
Physics									$23,033 3				$22,000 2			$32,240 1	$32,300 3	
Other Physical & Earth Sciences				$25,000 1					$25,000 1			$16,800 1						

BACHELOR'S SUMMARY

Nontechnical Curricula	$16,438 8	$19,593 43 $27,000 $13,000	$19,647 124 $27,200 $13,000	$19,935 153 $27,500 $14,000	$19,354 58 $25,000 $15,000	$24,178 159 $27,500 $19,000	$20,792 22 $24,000 $18,720	$22,165 75 $33,000 $15,000	$21,072 112 $24,000 $16,800	$22,023 13	$21,060 14	$20,715 201 $28,800 $14,000	$17,042 87 $22,800 $11,800	$18,052 17	$16,433 84 $20,000 $12,480		$28,311 19	$23,550 2
Technical Curricula		$29,318 23 $34,800 $21,996	$26,600 9	$24,117 12	$23,995 3	$25,940 7	$23,200 3	$19,900 3	$23,409 86 $28,500 $19,200	$28,018 11	$24,267 17	$22,718 41 $30,000 $14,560	$23,180 10	$27,600 2	$19,831 3	$30,924 66 $33,600 $26,000	$28,853 2767 $33,000 $23,952	$28,306 272 $33,000 $22,806

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing Industrial	Systems Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Accounting	$24,806 8	$28,333 3				$23,000 1		$34,512 1		**$19,600 6**	$28,467 3	$25,110 4	$23,000 1	$24,000 1		$27,097 47 $30,000 $24,000	$26,000 3	$23,153 44 $28,200 $18,000
Business Administration incl. Management Science	$25,783 25 $30,000 $32,100	$24,975 4	$19,000 1	$26,125 4		$29,100 1	$26,800 4	$31,500 1		**$24,301 16**	$23,927 19	$26,017 27 $30,900 $19,493	$26,845 5	$22,698 4		$26,718 103 $30,800 $24,000	$22,729 74 $28,000 $18,000	$21,261 684 $26,580 $17,000
Distribution Management	$27,267 3										$26,250 2							$23,456 51 $26,580 $19,200
Economics & Finance (incl. Banking)	$25,800 1	$25,657 14	$34,000 1	$33,017 6		$22,350 4	$18,000 1	$32,623 4		**$24,641 15**	$26,530 37 $31,500 $23,500	$26,248 25 $29,000 $22,000	$28,740 11			$27,940 293 $33,000 $24,500	$23,429 15	$23,013 429 $29,500 $18,000
Hotel / Restaurant Management																$30,000 1	$19,804 3	$19,519 181 $22,000 $17,500
Human Resources (incl. Labor Relations)	$25,115 6						$27,000 1	$28,000 1		**$26,000 1**				$20,500 1		$25,733 9	$23,980 65 $31,000 $18,000	$21,338 55 $25,008 $18,200
Management Information Systems	$26,550 2	$27,360 19		$29,549 6		$28,200 1	$35,040 1	$31,200 1		**$26,541 170** $30,500 $22,500	$26,210 193 $30,000 $23,000	$27,723 123 $32,100 $24,000				$27,998 85 $31,000 $25,000	$23,000 1	$26,528 21 $31,300 $20,000
Marketing, Marketing Management (incl. Research)	$25,200 2						$19,500 1	$20,500 1		**$24,200 4**	$27,675 4	$24,750 6	$22,500 2			$25,484 25 $26,400 $24,000	$20,561 14	$21,486 465 $26,000 $18,000
Real Estate											$19,493 1					$26,750 2		$21,500 5
Advertising							$24,000 1									$19,000 2	$16,500 1	$19,072 18
Communications											$22,200 1	$30,000 1				$23,421 7	$23,071 11	$20,484 104 $26,000 $16,500
Journalism											$25,000 1	$19,500 2				$20,667 3	$19,400 3	$21,825 36 $26,000 $17,000
Telecommunications Broadcasting					$33,000 1		$19,448 1			**$32,400 2**						$32,000 3		$21,897 8
Elementary Education												$20,000 1				$20,000 1		$21,000 1
Pre-Elementary Education																		
Physical Education																$24,000 1		$20,986 2
Special Education																		$16,640 1

Curriculum - Continued

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Human Ecology						$24,180 1				**$22,000 3**				$22,500 2		$14,500 2	$17,500 1	**$18,500 12**
Textiles & Clothing	$25,667 3															$41,600 1		**$17,793 30** $22,000 $13,000
Merchandising Management																$30,000 1		**$18,873 55** $21,888 $16,000
Foreign Languages										**$24,600 1**	$19,500 1			$13,500 1		**$26,893 7**	**$33,000 1**	**$22,487 18**
Letters						$18,000 1		$32,592 1			$29,533 3	$32,000 2	$21,000 1	$30,000 1		$23,681 11	$25,333 6	**$21,476 75** $26,004 $17,500
Visual & Performing Arts										**$30,000 1**					**$17,333 3**	$27,000 1	$19,000 1	**$16,767 12**
Humanities-Other	$26,000 1									**$32,760 1**	$39,000 1					$29,775 4	$31,550 4	**$20,302 39** $23,004 $17,000
Criminal Justice	$24,000 1													$12,000 1				**$19,467 3**
History						$35,000 1					$28,750 1	$24,600 1				$27,287 16	$18,225 4	**$22,153 47** $30,000 $18,000
Political Science/ Government		$25,000 1								**$24,800 3**	$28,650 2			$24,000 1		$31,877 22 $37,200 $27,500	$20,957 12	**$21,920 85** $28,000 $16,500
Psychology	$14,000 1	$27,000 1	$21,500 1			$15,500 2	$27,500 1			**$25,867 3**	$33,500 1	$24,000 1		$18,000 1		$24,545 11	$18,893 18	**$19,673 59** $25,000 $15,000
Sociology										**$11,500 1**	$27,000 1					$18,440 5	$18,000 1	**$18,261 22** $22,000 $14,500
Social Sciences-Other				$14,000 1							$20,000 1	$23,500 1	$22,000 1	$16,757 2		$28,486 13	$23,999 7	**$21,234 35** $28,000 $16,800
Aerospace & Aeronautical Engineering	$29,159 74 $31,018 $27,000	$30,182 22 $31,750 $27,846	$30,000 12	$28,626 10	**$31,617 7**	$29,945 83 $31,800 $27,000	$28,953 52 $30,940 $26,548	$29,705 23 $31,968 $27,996	$29,871 91 $31,800 $27,600	**$29,347 3**		$29,536 11	$31,000 1			$28,833 9		**$24,164 3**
Agricultural Engineering	$28,430 11		$25,310 2			$28,471 4		$19,500 1	$29,550 2					$19,000 1				**$29,000 1**
Architectural Engineering						$28,000 1	$26,850 4		$27,000 3						**$22,873 6**	$25,000 1		
Bioengineering & Biomedical Engineering	$31,950 2	$30,550 4		$30,160 1	**$29,000 1**	$28,138 8	$23,967 3	$31,633 3	$30,800 4		$30,000 1	$31,800 1				$27,280 5		**$25,000 1**
Chemical Engineering	$32,958 241 $34,700 $31,500	$32,247 11	$31,275 4	$31,167 6	**$34,800 2**	$33,026 303 $34,600 $31,800	$32,653 41 $34,800 $31,000	$33,212 1024 $35,000 $31,500	$33,057 226 $34,500 $31,800			$31,828 4				$31,190 17	$24,000 1	**$32,344 15**
Civil Engineering	$28,045 56 $32,500 $24,660	$28,914 3	$29,362 6	$30,360 3		$28,191 14	$26,316 14	$29,575 59 $32,600 $25,200	$27,428 66 $32,500 $21,960	**$28,867 2**	$38,250 2	$30,498 2		$22,321 6	$25,500 2	$28,209 77 $33,250 $24,600	$19,200 2	**$27,400 7**
Computer Engineering	$31,385 38 $32,760 $30,000	$30,925 71 $34,152 $27,900	$30,542 5	$30,411 117 $33,000 $27,500	$31,280 38 $33,600 $29,100	$32,197 16	$30,397 11	$29,330 13	$31,203 53 $33,500 $30,000	$29,702 113 $32,760 $25,492	$26,721 9	$28,233 45 $32,000 $24,000				$29,479 29 $32,000 $26,000		**$30,995 5**

Curriculum Continued

Curriculum	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Other Engineering	Computer Programming	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	Architecture	Consulting	Human Resources/ Industrial Relations	Management Trainee
Electrical Engineering	$30,953 795 $33,000 $28,596	$30,621 252 $33,000 $27,600	$30,375 330 $33,000 $26,000	$30,775 232 $34,000 $27,000	$30,987 365 $33,500 $28,000	$30,499 374 $34,008 $25,343	$29,706 223 $33,000 $25,000	$30,776 318 $34,000 $25,343	$30,304 414 $33,240 $25,340	$33,917 24 $38,000 $31,200	$31,100 33 $33,600 $28,000	$31,201 55 $33,504 $28,000	$34,750 2	$21,502 3		$30,469 126 $34,000 $27,000		$30,429 56 $33,300 $28,000
Industrial Engineering	$29,654 477 $32,700 $25,400	$30,139 27 $32,400 $29,000	$30,533 3	$34,000 5	$30,700 3	$30,007 18	$30,069 13	$29,474 48 $32,400 $24,000	$30,173 79 $33,000 $28,000	$29,675 3	$29,000 8	$27,649 7				$30,085 124 $34,000 $26,500	$29,500 1	$29,247 31 $31,500 $24,996
Mechanical Engineering	$30,679 1299 $33,000 $27,996	$30,343 44 $32,500 $28,000	$29,797 125 $32,400 $26,000	$29,155 24 $31,500 $27,000	$30,816 38 $33,000 $28,700	$30,582 240 $33,600 $26,400	$29,207 119 $32,500 $25,000	$31,359 518 $34,200 $28,000	$30,636 423 $33,000 $28,000	$31,200 3	$28,000 1	$30,040 16	$24,053 3	$27,502 2	$21,050 2	$29,624 81 $33,996 $25,500	$32,700 1	$30,926 48 $32,700 $29,700
Metallurgical Engineering	$30,924 126 $33,000 $29,000	$32,500 1	$33,600 1	$31,500 2		$30,534 35 $33,000 $28,500	$27,903 11	$31,099 51 $32,400 $30,000	$31,137 13		$33,400 1					$29,667 3		$29,250 2
Mining Engineering	$31,133 3						$30,400 2	$28,975 12	$28,920 2					$27,672 2		$19,872 1		
Nuclear Engineering	$30,027 3	$31,500 1	$32,175 10			$32,138 8	$28,596 4	$31,000 3	$31,098 17			$31,200 1				$30,873 2		$25,300 1
Petroleum Engineering	$35,720 24 $36,780 $33,600		$30,000 1			$33,204 5	$21,600 1	$32,997 110 $36,600 $25,200	$29,534 6									$30,000 1
Textile Engineering						$29,000 1	$24,500 2	$31,480 5										$26,288 26 $30,000 $24,000
Engineering Technology	$29,709 152 $34,236 $25,000	$29,105 8	$27,449 13	$30,842 13	$28,548 15	$28,310 22 $32,400 $25,000	$26,603 24 $31,500 $22,000	$28,828 50 $33,000 $22,000	$28,669 33 $31,200 $25,200	$25,086 9	$26,117 5	$28,230 14	$26,600 1			$28,657 7	$24,989 4	$26,616 19
Industrial Technology	$27,206 73 $30,000 $24,500	$26,736 1	$28,708 5	$29,400 3		$21,996 5	$27,421 4	$27,866 7	$27,737 17	$27,000 1		$23,000 1				$27,000 1	$27,000 2	$24,257 7
Agribusiness						$27,050 2					$31,200 1			$23,148 22 $28,800 $18,500			$22,000 1	$19,306 17
Animal Sciences	$18,693 2													$18,666 14		$19,500 1		$19,565 6
Plant Sciences														$17,929 15		$18,000 2		$21,750 4
Natural Resources								$29,868 3						$16,304 6		$24,750 2	$17,559 2	$21,500 5
Other Agricultural Sciences	$23,167 3					$26,000 1	$18,400 3							$21,350 50 $26,000 $15,500				$22,347 12
Computer Science	$29,886 59 $32,500 $27,900	$29,371 60 $32,447 $24,600	$31,185 4	$30,685 255 $33,996 $26,400	$31,202 8	$32,514 18	$29,681 4	$32,136 10	$29,497 11	$27,886 705 $32,160 $22,000	$27,614 131 $32,500 $19,493	$28,593 309 $32,500 $24,500	$27,000 1			$29,237 71 $32,500 $26,500		$27,279 18
Computer Programming		$30,160 10		$32,802 19		$32,500 1	$18,000 1	$31,500 1	$29,220 1	$26,908 80 $32,160 $19,800	$32,322 2	$30,927 7				$27,340 5		
Information Sciences & Systems		$26,483 13		$25,847 11			$26,400 1	$30,000 1		$25,390 170 $31,104 $22,000	$24,740 89 $30,500 $16,992	$27,544 80 $30,000 $24,000				$27,989 37 $31,500 $24,500	$32,400 3	$26,840 5
Systems Analysis		$30,747 3	$27,150 2					$31,000 1		$24,504 1	$30,000 1	$28,414 17				$31,250 2		
Allied Health																		

Continued . . .

	ENGINEERING									COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS					
	Manufacturing/ Industrial	Systems/ Programming	Power Systems	Software Design & Development	**Hardware Design & Development**	Research & Development	Testing	Process Engineering	Other Engineering	**Computer Programming**	Information Systems	Systems Analysis & Design	Actuarial	Agricultural/ Natural Resources	**Architecture**	Consulting	Human Resources/ Industrial Relations	Management Trainee
Health Sciences																$30,000 1	$26,000 1	$22,867 3
Nursing																$21,000 1		
Pharmacy	$30,000 2					$35,004 1							$30,720 1					
Actuarial						$14,253 4		$29,000 1					$30,290 30 $33,000 $28,000	$23,400 2		$33,000 1		$20,784 2
Architectural & Environmental Design	$30,000 1						$27,996 1	$27,543 26 $29,400 $24,696	$29,400 1					$20,000 1	$22,332 56 $26,800 $16,800			$25,550 5
Biological	$31,500 1					$21,084 9	$19,698 6	$31,000 1			$26,500 1	$26,000 1		$15,242 4		$30,225 4	$26,000 1	$19,772 5
Chemistry	$29,870 14	$33,150 2				$25,061 35 $30,000 $16,800	$23,122 12	$31,523 21 $33,600 $29,400	$28,200 1				$29,000 1	$26,300 2		$28,363 7		$27,830 6
Geological						$22,800 1	$28,647 4							$25,500 4			$30,000 1	$23,000 2
Mathematics (incl. Statistics)	$26,876 5	$28,209 11		$30,180 16	$23,707 3	$30,240 4	$28,199 3	$29,764 10	$20,800 1	$27,247 40 $31,812 $23,500	$27,372 14	$28,287 18	$27,912 67 $32,800 $23,500			$28,462 42 $31,000 $25,000	$19,400 1	$26,344 16
Physics	$30,715 9	$26,000 1	$26,317 4	$27,594 3	$29,607 3	$25,963 6	$30,498 2	$29,342 6	$26,400 1	$33,660 1	$29,204 3	$31,536 1				$33,000 1		$22,120 2
Other Physical & Earth Sciences	$27,040 1					$28,000 1		$25,848 5										

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,393 53 $30,000 $22,000	$26,570 42 $30,000 $24,000	$24,833 3	$29,052 17	$33,000 1	$23,157 12	$25,244 11	$30,880 10		$25,938 227 $30,480 $20,500	$26,190 272 $30,000 $22,106	$27,024 194 $31,800 $22,000	$26,735 21 $30,600 $22,000	$20,754 15	$17,333 3	$27,387 676 $32,450 $23,500	$22,722 245 $30,000 $16,000	$21,400 2987 $27,000 $17,000
Technical Curricula	$30,569 3481 $33,300 $27,040	$30,303 545 $33,000 $26,000	$30,123 527 $32,796 $25,500	$30,573 720 $33,996 $26,500	$30,884 483 $33,500 $27,996	$30,732 1220 $34,296 $25,343	$29,062 565 $33,000 $24,342	$31,906 2331 $34,860 $28,000	$30,614 1465 $33,600 $26,000	$27,872 1163 $32,400 $22,000	$27,284 302 $32,760 $19,493	$28,748 590 $32,500 $24,480	$28,745 116 $33,000 $24,000	$21,010 134 $27,720 $15,000	$22,464 66 $27,580 $15,600	$29,383 660 $33,996 $25,000	$25,442 21 $30,000 $19,400	$27,416 331 $32,700 $20,000

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/ Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Accounting								$26,618 3
Business Administration incl. Management Science	$26,400 2		$27,789 5	$22,660 5		$23,833 6	$30,940 1	$23,100 6
Distribution Management	$19,493 1							
Economics & Finance (incl. Banking)	$26,500 6		$12,000 1	$24,349 10		$24,056 7	$18,996 3	$20,833 6
Hotel / Restaurant Management			$23,600 1					
Human Resources (incl. Labor Relations)								
Management Information Systems	$30,500 3							
Marketing / Marketing Management (incl. Research)	$22,159 3		$21,560 4					$23,000 1
Real Estate								
Advertising								$20,916 1
Communications			$18,000 2			$20,000 1		$21,700 2
Journalism								$16,803 3
Telecommunications / Broadcasting				$13,000 1				
Elementary Education			$20,800 1					$18,739 577 $23,000 $13,650
Pre-Elementary Education								$17,016 17
Physical Education			$17,712 2					$19,036 43 $23,100 $14,200
Special Education		$19,000 1						$19,945 116 $24,207 $17,250

Curriculum - Continued

	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses: Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology			$20,917 6					$19,846 5
Textiles & Clothing								
Merchandising Management								
Foreign Languages				$20,000 7		$18,000 1		$20,513 15
Letters			$14,004 1	$20,531 20 $24,000 $18,500	$15,800 1	-		$18,688 58 $23,000 $12,000
Visual & Performing Arts			$12,456 1	$24,700 2	$16,488 11			$18,323 42 $21,000 $15,200
Humanities-Other	$18,726 1		$16,200 2	$23,500 2				$21,953 12
Criminal Justice				$12,710 2		$20,000 1		
History			$26,496 3	$20,461 26 $24,000 $18,000	$11,136 1	$19,493 1		$19,208 19
Political Science / Government			$18,000 1	$20,818 19	$17,313 1	$23,600 5		$15,597 12
Psychology	$33,500 1	$23,323 3	$16,769 15	$19,625 4		$17,600 5	$23,500 2	$17,145 11
Sociology			$17,500 3	$20,000 2		$32,000 1		
Social Sciences Other		$31,633 3	$18,750 4	$21,000 5		$16,600 2		$19,449 19
Aerospace & Aeronautical Engineering							$25,000 1	
Agricultural Engineering								
Architectural Engineering								
Bioengineering & Biomedical Engineering								
Chemical Engineering	$33,500 1		$30,996 1				$33,100 2	$24,561 3
Civil Engineering					$30,000 1			
Computer Engineering								

Curriculum - Continued

	OTHER FUNCTIONAL AREAS							
	Mathematician/ Statistician	Nurses/ Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering	$31,500 1		$26,000 1				$31,250 2	
Industrial Engineering			$28,333 3					
Mechanical Engineering			$24,850 2				$17,300 1	
Metallurgical Engineering								
Mining Engineering								
Nuclear Engineering			$31,320 1					
Petroleum Engineering								
Textile Engineering								
Engineering Technology							$26,496 1	
Industrial Technology			$18,000 1					
Agribusiness	$20,000 1							
Animal Sciences				$15,000 1				
Plant Sciences		$15,780 1					$18,000 1	
Natural Resources								$20,400 1
Other Agricultural Sciences			$16,330 2					
Computer Science	$27,633 2			$18,000 1		$19,493 1	$30,000 1	$18,825 4
Computer Programming								
Information Sciences & Systems								
Systems Analysis								
Allied Health			$24,855 86 $30,000 $19,500					$18,524 2

Curriculum Continued

	OTHER FUNCTIONAL AREAS							
	Mathematician Statistician	Nurses: Personal Care	Other Health Related	Paralegal	Performing Arts (Entertainment)	Research (Nontechnical)	Research (Technical)	Teaching
Health Sciences		$40,000 1	$20,080 34 $26,500 $15,000	$24,000 1				$20,908 8
Nursing		$24,912 326 $30,000 $20,000	$23,958 4					
Pharmacy			$37,154 284 $42,000 $29,700				$31,038 2	
Actuarial								$20,150 1
Architectural & Environmental Design				$42,000 1				
Biological			$20,353 15			$20,350 2	$18,729 22 $22,000 $14,100	$17,649 11
Chemistry			$16,000 2			$26,237 14	$23,670 20 $31,000 $15,600	$18,790 5
Geological							$15,447 2	
Mathematics (incl. Statistics)	$25,075 42 $29,948 $18,710		$22,000 1	$18,667 3				$19,502 40 $22,300 $16,000
Physics							$24,250 4	$17,450 2
Other Physical & Earth Sciences				$20,000 1				$16,703 7

BACHELOR'S SUMMARY

Nontechnical Curricula	$25,970 17	$26,267 7	$19,498 52 $25,000 $13,500	$20,888 105 $25,400 $18,000	$16,038 14	$22,003 30 $31,000 $16,000	$22,488 6	$18,955 968 $23,561 $13,800
Technical Curricula	$25,303 47 $31,500 $18,710	$24,930 328 $30,000 $20,000	$32,345 446 $41,000 $19,700	$21,875 8	$30,080 1	$25,148 17	$22,388 58 $31,000 $15,000	$19,379 84 $24,000 $15,360

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)
(Inexperienced)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	September 1989	September 1989	September 1988		90th	50th	10th
Business							
Accounting	463	$28,849	$27,468	5.0%	$33,000	$28,992	$24,996
MBA-Nontechnical undergraduate							
1 year or less	885	33,873	33,468	1.2	42,600	33,000	25,000
1 to 2 years	529	41,283	40,632	1.6	55,000	40,200	27,600
2 to 4 years	605	42,952	41,952	2.4	55,000	43,000	31,000
Over 4 years	540	44,529	43,128	3.2	57,600	45,000	30,504
MBA-Technical undergraduate degree							
1 year or less	268	37,102	38,388	-3.3	48,000	35,000	28,500
1 to 2 years	136	44,282	43,152	2.6	60,000	44,000	31,600
2 to 4 years	263	46,921	44,028	6.6	60,000	46,500	33,000
Over 4 years	212	49,296	45,456	8.4	65,000	48,984	35,000
MS-Business	60	33,244	31,596	5.2	43,000	32,200	25,000
Distribution Management	3	30,600	N/A	N/A	*	*	*
Economics & Finance	194	34,050	N/A	N/A	44,000	33,950	24,000
Labor/Industrial Relations (incl. Human Resources)	44	31,947	33,312	-4.1	38,000	32,500	26,400
Management Information Systems	42	32,067	30,972	3.5	38,376	32,020	24,500
Marketing/Marketing Management (incl. Marketing Research)	70	34,109	N/A	N/A	43,000	33,800	24,000
Communications							
Advertising	+	+	N/A	N/A			
Communication	5	23,520	N/A	N/A	*	*	*
Journalism	5	23,240	N/A	N/A	*	*	*
Education							
Education Administration	16	23,971	N/A	N/A	*	*	*
Elementary Education	31	22,037	N/A	N/A	25,106	22,901	19,000
Physical Education	1	12,000	N/A	N/A	*	*	*
Reading Education	1	16,380	N/A	N/A	*	*	*
Special Education	27	21,810	N/A	N/A	24,000	21,617	20,051
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	2	18,054	N/A	N/A	*	*	*
Letters (incl. Eng. Lit. etc)	9	24,334	N/A	N/A	*	*	*
Visual & Performing Arts	14	19,945	N/A	N/A	*	*	*
Humanities-Other	2	32,000	N/A	N/A	*	*	*
Criminal Justice	+	+	N/A	N/A			
History	5	19,185	N/A	N/A	*	*	*
Political Science/Government	12	29,409	N/A	N/A	*	*	*
Psychology	27	24,390	N/A	N/A	34,200	23,600	16,000
Sociology	5	24,272	N/A	N/A	*	*	*
Social Sciences	26	26,030	N/A	N/A	34,200	24,048	16,800
Engineering							
Aerospace & Aeronautical	84	34,381	34,452	-0.2	37,750	34,500	30,396
Agricultural	1	32,400	N/A	N/A	*	*	*
Bioengineering & Biomedical	11	34,930	41,004	*	*	*	*
Chemical	209	35,952	34,296	4.8	37,800	36,120	33,600
Civil	203	30,833	30,396	1.4	35,000	30,500	26,400
Computer	100	36,760	N/A	N/A	43,200	36,600	30,396
Electrical	661	36,215	N/A	N/A	41,196	36,088	30,600
Industrial	119	34,295	33,756	1.6	41,000	34,500	29,520
Mechanical	470	35,131	34,116	3.0	38,400	35,000	31,200
Metallurgical	69	35,039	34,080	2.8	37,500	35,000	32,000
Mining & Mineral	14	31,920	N/A	N/A	*	*	*
Nuclear	16	34,888	32,856	*	*	*	*
Petroleum	27	38,231	N/A	N/A	42,960	37,500	33,600

N/A - No historic data available + No offers reported
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1988	Percentiles		
	September 1989	September 1989	September 1988		90th	50th	10th
Health Sciences							
Allied Health	21	$ 27,753	N/A	N/A	$ 35,000	$ 26,000	$ 22,713
Health Sciences	21	22,572	N/A	N/A	26,016	21,000	18,400
Nursing	8	26,780	N/A	N/A	*	*	*
Sciences							
Agricultural & Natural Resources	14	23,835	N/A	N/A	*	*	*
Architectural & Environment Design	3	27,327	N/A	N/A	*	*	*
Biological	5	25,063	21,876	*	*	*	*
Chemistry	50	31,382	31,572	-0.6 %	35,000	31,800	26,000
Computer Science	251	35,690	34,560	3.3	41,000	36,000	28,992
Geological Sciences	80	31,148	29,808	4.5	36,500	31,250	24,000
Mathematics	36	30,932	29,640	4.4	36,000	31,200	25,000
Physics	14	30,686	34,728	*	*	*	*
Polymer	6	34,137	N/A	N/A	*	*	*
	6,995						

Doctoral Candidates

Business							
Business Administration & Management	6	$47,333	N/A	N/A	*	*	*
Computer & Information Sciences	19	49,743	$50,712	*	*	*	*
Education							
Education Administration	33	44,168	N/A	N/A	$53,000	$44,000	$30,000
Humanities & Social Sciences							
Economics	5	38,060	N/A	N/A	*	*	*
English	8	24,125	N/A	N/A	*	*	*
Foreign Languages	4	25,250	N/A	N/A	*	*	*
Psychology	11	32,965	N/A	N/A	*	*	*
Sociology	1	27,000	N/A	N/A	*	*	*
Engineering							
Aerospace	12	49,493	47,304	*	*	*	*
Chemical	212	47,717	45,888	4.0%	51,000	48,000	44,000
Civil	13	39,438	38,160	*	*	*	*
Computer	9	52,433	N/A	N/A	*	*	*
Electrical	75	50,482	N/A	N/A	61,000	51,600	38,000
Mechanical	21	46,771	45,888	1.9	50,400	46,200	41,200
Metallurgical	24	48,464	45,780	5.9	52,000	50,000	44,000
Sciences							
Agricultural & Natural Resources	8	43,278	N/A	N/A	*	*	*
Biological	1	50,000	30,828	*	*	*	*
Chemistry	198	43,147	41,292	4.5	46,800	43,800	40,500
Geology & Geological Sciences	15	33,431	N/A	N/A	*	*	*
Mathematics	8	45,438	40,668	*	*	*	*
Physics	28	42,263	42,480	-0.5	50,000	43,200	31,800
Polymer	14	44,626	41,244	*	*	*	*
	725						

N/A - No historic data available * Not computed for fewer than 20 offers

1988-89 SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Nazarene College
Fordham University-Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Long Island University
University of Maine-Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT-Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
New Hampshire College
NYU-Grad. School of Business
New School for Social Research-Graduate School
Northeastern University
Pace University-New York City
Pace University-Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic University
Rhode Island School of Design
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester-W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Institute

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson-Rutherford
Fairleigh Dickinson-Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland Baltimore County
University of Maryland-College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State-Behrend College
Penn State-Capitol Campus
University of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers University-Camden-Arts & Science
Rutgers University-Newark
Rutgers University-New Brunswick
University of Scranton
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State University
Ursinus College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Franciscan University-Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chemical Engineering
University of Illinois-Commerce & Business
University of Illinois-Engrg
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agri.
Iowa State University-Business, Science & Humanities
Iowa State University-Design
Iowa State University-Engrg.
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa-Engrg.
John Carroll University
Judson College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Business Administration
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri-Columbia-Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University-Carbondale
Southern Illinois University-Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison-Arts
University of Wisconsin-Madison-Business
University of Wisconsin-Madison-Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska-Lincoln
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
South Dakota School of Mines
University of South Dakota-Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama-Engrg
University of Alabama-Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University-Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University-Business
Florida Atlantic University
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University-Textiles
University of North Carolina-Asheville
University of North Carolina-Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina-Aiken
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee-Chattanooga
University of Tennessee-Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University-Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

American Grad School of International Management-Thunderbird
Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston-Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State University-Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A&M University
Texas Lutheran College
Texas Tech University
University of Texas-Arlington
University of Texas-Austin-Business Administration
University of Texas-Austin-Engineering
University of Texas-El Paso
University of Texas-Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University-San Luis Obispo
California State Poly University-Pomona
California State University-Fresno
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
University of California-Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada-Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College